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DEPARTMENT OF MANPOWER AND LABOUR

Board of Industrial Relations

BULLETIN

ON THE BOARD'S ACTIVITIES

OCTOBER 1, 1972 TO DECEMBER 31, 1972

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BOARD OF INDUSTRIAL RELATIONS

B U L L E T I N

ON THE BOARD'S ACTIVITIES

OCTOBER 1, 1972 TO DECEMBER 31, 1972

ISSUED BY

THE PROVINCE OF ALBERTA

DEPARTMENT OF MANPOWER AND LABOUR

E D M O N T O N

Second-class mail
Registration No. 1790

DEPARTMENT OF MANPOWER AND LABOUR

HONOURABLE DR. A.E. (BERT) HOHOL

Minister

D. I. GARDNER

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

R. B. d'ESTERRE - Chairman

R. JAMHA W.N. GRAY

WM. G. WRIGHT E.S. SUNLEY

G.E. GOUGH

Secretary

J. ELSINGA

Registrar

W. MADAY

Director of Labour Standards

J.R. HUTTON

Director of Labour Relations

G.H. WRIGHT

Director of Research

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The Research Division
Department of Manpower & Labour
Edmonton, Alberta

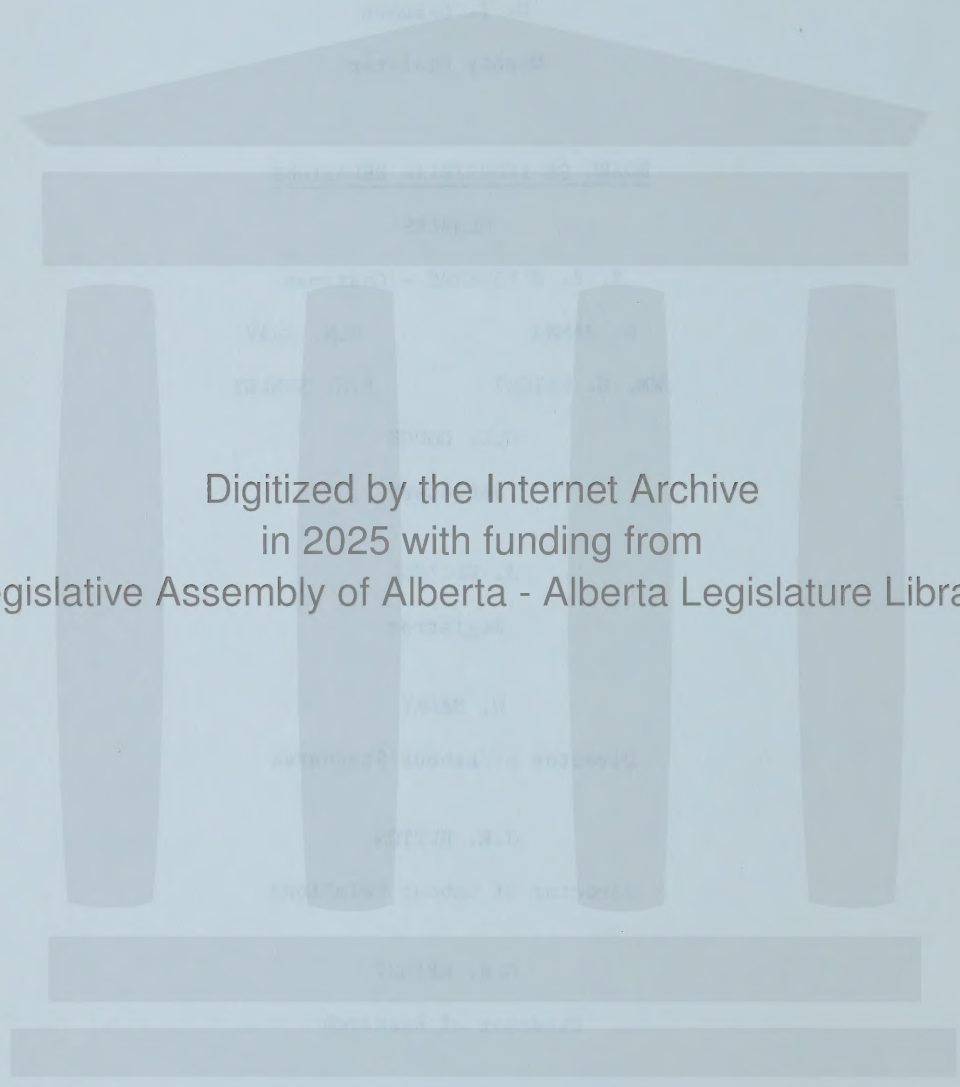

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TABLE OF CONTENTS

Statistical Information 1

Application for Certification - ISSUED 6

Application for Certification - REFUSED 21

Application for Revocation - ISSUED 24

Application for Revocation - REFUSED 25

Application for Variance of Certificate - GRANTED 26

Application for Variance of Certificate - REFUSED 27

Application for Registration of an Employer's Organization as the Agent for Collective Bargaining - GRANTED 28

Unfair Labour Practices Under Section 87 28

Disputes Pending as at October 1, 1972 31

Appointment of Conciliation Officer to Disputes Arising During the Fourth Quarter 31

Synopsis of Disputes Settled at Conciliation Officer Stage 35

Disputes Referred to a Conciliation Board 48

Unsuccessful Recommendations Under Section 91 (1) (b) 49

Disputes Cancelled at Conciliation Officer Stage 51

Disputes Pending at Conciliation Officer Stage as at December 31, 1972 . 51

Summary of Disposition of Disputes at Conciliation Officer Stage 51

Synopsis of Conciliation Board Awards 52

Votes on Selection of A Bargaining Agent 56

Votes on Conciliation Board Awards 56

Votes on Strike Action 57

Section 80: Application for Declaration as to Successor Rights - ISSUED 59

Strikes and Lockouts - ALBERTA 61

APPENDIX "A" 64

STATISTICAL INFORMATION

This information is a summary of the activities of the Board of Industrial Relations in the Administration of The Alberta Labour Act during the period of October 1, 1972 to December 31, 1972.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay, General Holiday Pay, and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

The Bulletin deals with those phases of the Board's work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

PARTS I TO V INCLUSIVE - 1972	Oct. 1, 1972 to Dec. 31, 1972	Jan. 1, 1972 to Dec. 31, 1972
Number of Board Meetings (including Public Hearings)	18	84
*Number of Executive Committee Meetings	1	13
Number of Inspections	10,214	45,730
Number of Business Places Inspected	2,089	9,679
Number of Employees Affected	27,606	134,486
SETTLEMENTS MADE		
Overtime Arrears	$ 13,540.60	$ 77,518.59
Vacation Pay Orders	$ 22,992.84	$ 96,483.52
Under-Payment of Wages Due	$ 2,449.09	$ 12,111.83
Non-Payment of Wages Due	$ 77,488.82	$ 256,514.01
General Holidays	$ 20,662.50	$ 43,030.56
TOTAL	$ 137,133.85	$ 485,658.51
Number of Employees affected by above Settlement	1,515	5,555
Number of Complaints Received	2,210	9,015
Amount of Weekly Increase Obtained for Employees	$ 68.67	$ 771.12

* Came into effect in March, 1971.

STATISTICAL INFORMATION

	Oct. 1/72 to Dec. 31/72	Jan. 1/72 to Dec. 31/72
CERTIFICATIONS		
Application for Certification - ISSUED	44	222
Application for Certification - REFUSED	12	61
Application for Certification - RETURNED	0	1
REVOCATION OF CERTIFICATIONS		
Certificates Revoked	3	6
Applications Refused	1	2
Applications Returned	0	0
VARIANCE OF CERTIFICATES		
Application for Variance - GRANTED	5	30
Application for Variance - REFUSED	1	4
CONSOLIDATION OF CERTIFICATES		
Application to Consolidate - GRANTED	0	0
Application to Consolidate - REFUSED	0	0
APPLICATION FOR REGISTRATION OF AN EMPLOYER'S ORGANIZATION AS THE AGENT FOR COLLECTIVE BARGAINING		
Application for Registration - GRANTED	1	3
Application for Registration - REFUSED	0	2
UNFAIR LABOUR PRACTICES		
Complaints	4	18*
CONCILIATIONS ***		
Settled at Conciliation Officer Stage	24	86
Referred to a Conciliation Board	5	11**
Referred to an Arbitration Board	0	1
Unsuccessful Recommendations Under Section 91 (1) (b)	14	63
Pending	14	14
Cancelled	1	13
ARBITRATION BOARDS		
Pending at Arbitration Board	0	0
Arbitration Board Awards	0	1

* Includes one Complaint omitted from Third Quarter Bulletin.
** Includes one Referral omitted from Third Quarter Bulletin.
*** The 1972 Cumulative Statistics include 14 disputes carried over from 1971. These were disposed of as follows: 6 Settled at Conciliation Officer Stage, 6 Unsuccessful Under 91(1)(b) and 2 Cancelled.

STATISTICAL INFORMATION

	Oct. 1/72 to Dec. 31/72	Jan. 1/72 to Dec. 31/72
CONCILIATION BOARDS		
Pending at Conciliation Board	4	4
Settled Before Board Constituted	0	0
Settled Before Award Submitted	0	1
Unanimous Board Awards	3	5
Majority Board Awards	2	3
Dissent by Employers' Member	0	0
Dissent by Employees' Member	2	3
Acceptance of Board Awards by Both Parties	0	3
Acceptance of Board Awards by Employers Only	0	0
Acceptance of Board Awards by Employees Only	1	2
Rejection of Board Awards by Both Parties	1	2
VOTES		
RE: Conciliation Board Awards	2	5
RE: Selection of a Bargaining Agent	2	11
RE: Revocation of Certification	0	3
RE: Strike Action	10	41
In Favour	8	37
Against	2	2
Split Decision	0	2
Strikes and Lockouts Arising During the Year After Provisions of The Alberta Labour Act	5	9
Strikes and Lockouts Carried Over From 1971	0	1

* * * * * *

PROSECUTIONS	Oct. 1/72 to Dec. 31/72
Charges Carried over from Previous Period	918
Number of Charges Entered	254
Convictions	228
Withdrawals	169
Dismissals	19
Warrants Executed	4
Committals	0
Amount of Fines Assessed	$ 2,389.00
Amount of Costs Assessed	$ 482.00
Failure to Comply with Magistrates Orders	0
AMOUNTS IMPLICATED	
Minimum Wage	$ 2,111.15
Wage Arrears	$39,576.34
Vacation Pay	$ 8,967.55
General Holiday Pay	$ 1,962.16

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

October 1, 1972 to December 31, 1972

Sections of The Alberta Labour Act under which Charges Laid for Infractions		FINES	COSTS	I/D DAYS	ARREARS	Charges brought Forward and Disposition			New Cases this Period and Disposition			CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITTALS	WARRANTS EXECUTED	BALANCE
						No.	Completed	Balance	No.	Completed	Balance						
Sec. 12	Failure to maintain or produce records	$275.00	$17.90	122	0	12	5	7	3	2	1	7	0	0	0	1	8
Sec. 29(1)(a) & 29(1)(b)	Minimum Wage and Overtime	189.00	27.00	31	$2,111.15	109	45	64	17	0	17	27	0	18	0	0	81
Sec. 29(1)(f)	Gen. Holiday Pay	301.00	6.60	16	1,962.16	163	69	94	44	0	44	27	1	41	0	1	138
Sec. 30(2) & 30(3)	Wages	1,058.00	411.10	199	39,576.34	385	163	222	85	1	84	93	14	57	0	2	306
Sec. 33(4)	Vacation Pay	566.00	19.80	93	8,967.55	238	126	112	105	0	105	74	4	48	0	0	217
Sec. 29(3), 30(5) & 33(5)	Failure to pay Judges Order	0	0	0	0	11	5	6	0	0	0	0	0	54	0	0	54
		$2,389.00	$482.40	461	$52,617.20	918	413	505	254	3	251	228	19	169	0	4	755

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

FOR THE YEAR 1972

Sections of The Alberta Labour Act under which Charges Laid for Infractions		FINES	COSTS	I/D DAYS	ARREARS	INFORMATION BROUGHT FORWARD FROM 1971	NO. NEW CASES IN 1972	TOTAL COMPLETED	CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITTALS	WARRANTS EXECUTED	BALANCE
Sec. 12	Failure to maintain or produce records	$925.00	$75.80	363	0	3	27	22	19	0	3	0	2	8
Sec. 29(1)(a) & 29(1)(b)	Minimum Wage and Overtime	344.00	38.60	77	4,397.76	24	132	75	50	1	24	0	1	81
Sec. 29(1)(f)	General Holiday Pay	467.00	19.00	59	2,636.39	50	196	108	57	1	50	0	1	138
Sec. 30(2) & 30(3)	Wages	2,978.00	791.30	586	66,939.34	129	528	351	226	15	110	0	12	306
Sec. 33(4)	Vacation Pay	1,913.00	169.00	310	16,099.88	111	587	481	277	5	199	0	1	217
Sec. 29(3), 30(5) & 33(5)	Failure to pay Order	0	0	0	0	20	29	43	0	0	43	0	0	6
	TOTALS	$6,627.00	$1,093.70	1395	$90,073.37	337	1499	1080	629	22	429	0	17	756

THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

I S S U E D

OCTOBER 1, 1972 TO DECEMBER 31, 1972

1. The International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary and Wajax Industries Limited - Les Industries Wajax Limites, Calgary.

UNIT: "All employees who are directly connected with all phases of erection of structural, miscellaneous and ornamental iron and all employees who do machinery moving and rigging and all welders connected with the above work off plant premises, and excluding operating engineers and other trade unions and those employees above the rank of foreman."

Number of Employees in Unit: 3
Received August 17, 1972
Certificate Number: 179 - 72
Issued October 4, 1972

* * * * * *

2. The Canadian Union of Public Employees, Local 1493, Edmonton and Hotel Dieu of St. Joseph's Auxiliary Hospital, Whitelaw.

UNIT: "All employees employed at the Hotel Dieu of St. Joseph's Auxiliary Hospital, Whitelaw, excluding nurses, doctors and all supervisory personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 31
Received August 31, 1972
Certificate Number: 180-72
Issued October 6, 1972

* * * * * *

3. The International Association of Bridge, Structural and Ornamental Iron Workers, Local 720, Edmonton and C.F. Braun and Co. of Canada Ltd., Edmonton.

UNIT: "All Ironworker Foremen, Ironworker Journeymen and Ironworker Apprentices engaged (off plant premises) in the erection of structural steel, field fabrication, welding, machinery moving and rigging and those employees engaged primarily in the installation of miscellaneous iron, excluding clerical staff and Superintendents with the right to hire and fire and all other crafts."

Number of Employees in Unit: 6
Received August 23, 1972
Certificate Number: 181 - 72
Issued October 6, 1972

* * * * * *

4. The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and M & M Construction Ltd., Edmonton.

UNIT: "Carpenters, Carpenter Foremen and Carpenter Apprentices."

Number of Employees in Unit: 4
Received September 15, 1972
Certificate Number: 182 - 72
Issued October 11, 1972

* * * * * *

5. The Building, Construction and General Laborers' Local Union No. 92, Edmonton and Industrial Waterproof Systems Ltd., Calgary.

UNIT: "All employees employed by the Company as waterproofers, roofing labourers, potmen and applicators."

Number of Employees in Unit: 2
Received September 19, 1972
Certificate Number 183 - 72
Issued October 13, 1972

* * * * * *

6. The Building, Construction and General Laborers' Local Union No. 92, Edmonton and Datso Construction Ltd., Edmonton.

UNIT: "All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Number of Employees in Unit: 5
Received August 28, 1972
Certificate Number: 184 - 72
Issued October 13, 1972

* * * * * *

7. The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and S. Coorsh & Sons Ltd., Calgary.

UNIT: "All employees of S. Coorsh & Sons Limited in the City of Calgary, Alberta with the exception of office employees, laboratory employees, superintendents, foremen, watchmen and other persons excluded by law."

Number of Employees in Unit: 20
Received September 12, 1972
Certificate Number: 185 - 72
Issued October 13, 1972

* * * * * *

8. The United Association of Journeymen & Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 496, Calgary and Hill Engineering, Inc., Calgary.

UNIT: "Plumbers, steamfitters, welders and apprentices."

Number of Employees in Unit: 2
Received September 21, 1972
Certificate Number: 186 - 72
Issued October 17, 1972

* * * * * *

9. The International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary and Arrow Steel Industries Ltd., Calgary.

UNIT: "All employees who are directly connected with all phases of erection of structural, miscellaneous and ornamental iron and all employees who do machinery moving and rigging and all welders connected with the above work off plant premises, and excluding those employees above the rank of foreman, and excluding all other craft unions."

Number of Employees in Unit: 3
Received September 29, 1972
Certificate Number: 187 - 72
Issued October 17, 1972

* * * * * *

10. The Health Sciences Association of Alberta, Edmonton and Metro-Calgary & Rural General Hospital District No. 93 Board of Trustees for the Rockyview Hospital, Calgary.

UNIT: "All employees when employed as Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians,

E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at the Rockyview Hospital, 7007 - 14 Street S.W., Calgary, Alberta, excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 17
Received August 15, 1972
Certificate Number: 188 - 72
Issued October 17, 1972

* * * * * *

11. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local 146, Edmonton and Superintendence Company (Canada) Ltd., Calgary.

UNIT: "All employees employed at or out of Superintendence Company (Canada) Ltd., 7907 Flint Road S.E., Calgary, Alberta, excluding office staff and supervisory personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 8
Received September 8, 1972
Certificate Number: 189 - 72
Issued October 24, 1972

* * * * * *

12. The Health Sciences Association of Alberta, Edmonton and Medicine Hat General Hospital, Medicine Hat.

UNIT: "All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laborarory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at the Medicine Hat General Hospital, Medicine Hat, Alberta, excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 30
Received August 15, 1972
Certificate Number: 190 - 72
Issued October 25, 1972

* * * * * *

13. The Health Sciences Association of Alberta, Edmonton and Lethbridge Municipal Hospital, Lethbridge.

UNIT:	"All employees when employed as Medical Record Librarians, Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laborarory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at the Lethbridge Municipal Hospital, 9th Ave. & 18 St. S., Lethbridge, Alberta, excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."
Number of Employees in Unit:	26
Received August 15, 1972	
Certificate Number	191 - 72
Issued October 25, 1972	

* * * * * *

14. The Health Sciences Association of Alberta, Edmonton and St. Michael's Hospital, Lethbridge.

UNIT:	"All employees when employed as Medical Record Librarians. Medical Record Technicians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses employed at the St. Michael's Hospital, 13th St. & 9th Ave. S., Lethbridge, Alberta, excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations and Religious Sisters.
Number of Employees in Unit:	16
Received August 15, 1972	
Certificate Number	192 - 72
Issued October 26, 1972	

* * * * * *

15. The Canadian Union of Public Employees, Local 37, Calgary and County of Vulcan No. 2, Vulcan.

UNIT:	"All employees of the County of Vulcan No. 2, excluding teachers, teacher aides, school bus drivers, secretary-treasurer, superintendent of public works, purchasing agent, stenographers, accounts & payroll clerk, office manager, field supervisor, assessor, shop foreman, construction supervisor and maintenance supervisor."
Number of Employees in Unit:	64
Received August 21, 1972	
Certificate Number:	193 - 72
Issued October 31, 1972	

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16. The International Union of Operating Engineers, Local 955, Edmonton and Fish International Canada Limited, Calgary.

UNIT:	"Operating Engineers, including foremen, when employed for the operation, service, maintenance, assembling, dismantling of all powered hoisting and portable machines, boilers, and engines used for construction purposes."
Number of Employees in Unit:	9
Received October 19, 1972	
Certificate Number:	194 - 72
Issued November 2, 1972	

* * * * * *

17. The Building, Construction & General Laborer's Union, Local 92, Edmonton and Harsim Construction (1972) Ltd., Edmonton.

UNIT:	"All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."
Number of Employees in Unit:	6
Received October 4, 1972	
Certificate Number:	195 - 72
Issued November 2, 1972	

* * * * * *

18. The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Brytex Metal & Covering Ltd., Edmonton.

UNIT:	"Carpenters, Carpenter Apprentices and Carpenter Foremen."
Number of Employees in Unit:	2
Received October 18, 1972	
Certificate Number:	196 - 72
Issued November 2, 1972	

* * * * * *

19. The Amalgamated Meat Cutters and Butcher Workmen of North America, Local P-243, Edmonton and Dominion Tanners Limited, Edmonton.

UNIT:	"All employees employed by Dominion Tanners Limited Edmonton Plant at 12210 - Mount Lawn Road, Edmonton except assistant foremen, those above the rank of assistant foremen and office staff."
Number of Employees in Unit:	75
Received October 17, 1972	
Certificate Number:	197 - 72
Issued November 3, 1972	

* * * * * *

20. The Building Construction & General Laborer's Union, Local 92, Edmonton and H.D.C. Construction Co. Ltd., Edmonton.

UNIT:	"All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."
Number of Employees in Unit:	3
Received October 5, 1972	
Certificate Number:	198 - 72
Issued November 3, 1972	

* * * * * *

21. The International Association of Bridge, Structural and Ornamental Ironworkers, Local 725, Calgary and Bonnybrook Steel, Ltd., Calgary.

UNIT:	"All employees who are directly connected with all phases of erection of structural, miscellaneous and ornamental iron and all

UNIT (con't): employees who do machinery moving and rigging, and all welders connected with the above work off plant premises, and excluding those employees above the rank of foreman, and excluding all other craft unions."

Number of Employees in Unit: 3
Received September 29, 1972
Certificate Number: 199 - 72
Issued November 3, 1972

* * * * * *

22. The Building, Construction & General Laborer's Union, Local 92, Edmonton and Interprovincial Construction Ltd., Richmond, British Columbia.

UNIT: "All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipelayers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Number of Employees in Unit: 2
Received October 11, 1972
Certificate Number: 200 - 72
Issued November 3, 1972

* * * * * *

23. The United Brotherhood of Carpenters and Joiners of America, Local 1975, Calgary and Pan West Engineering and Construction Ltd., Calgary.

UNIT: "Millwright General Foreman, Millwright Foreman, Journeymen Millwrights, and Millwright Apprentices."

Number of Employees in Unit: 4
Received October 27, 1972
Certificate Number: 202 - 72
Issued November 9, 1972

* * * * * *

24. The International Union of Operating Engineers, Local 955, Edmonton and C.F. Braun & Company of Canada Ltd., Edmonton.

UNIT:	"Operating engineers, including foremen when employed for the operation, service, maintenance, assembling, dismantling of all powered hoisting and portable machines, boilers, and engines used for construction purposes as well as survey instrument men."
Number of Employees in Unit:	43
Received October 13, 1972	
Certificate Number:	203 - 72
Issued November 9, 1972	

* * * * * *

25. The Building, Construction & General Laborers' Union, Local 92, Edmonton and Graham Construction Ltd., Edmonton.

UNIT:	"All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."
Number of Employees in Unit:	3
Received October 10, 1972	
Certificate Number:	204 - 72
Issued November 10, 1972	

* * * * * *

26. The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Poole Construction Ltd., Calgary.

UNIT:	"Carpenters, Carpenter Apprentices and Carpenter Foremen."
Number of Employees in Unit:	7
Received October 24, 1972	
Certificate Number:	205 - 72
Issued November 10, 1972	

* * * * * *

27. The International Association of Bridge, Structural and Ornamental Ironworkers, Local 725, Calgary and J.S. Neilsen Construction Ltd., Calgary.

UNIT: "Those employees of the Company who are engaged in all phases of fabrication, manufacturing and erection of all pre-cast, pre-stressed, post-stressed, post-tensioning and reinforced concrete products (off plant premises), including the fabrication and erection of structural, miscellaneous, ornamental iron, rigging, machinery moving and installation, including all welding in connection therewith, and the erection and dismantling of tower cranes and skip hoists, but excluding crane operators, other craft union members, office staff and those employees above the rank of foreman."

Number of Employees in Unit: 3
Received September 29, 1972
Certificate Number: 206 - 72
Issued November 10, 1972

* * * * * *

28. The International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 250, Edmonton and Uncle Ben's Tartan Breweries of Alberta, Ltd., Red Deer.

UNIT: "All employees employed at the plant in the City of Red Deer excluding department foremen employed exclusively in a supervisory capacity and those above the rank of such foremen and office personnel."

Number of Employees in Unit: 34
Received October 12, 1972
Certificate Number: 207 - 72
Issued November 15, 1972

* * * * * *

29. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton and Hutch's Industrial Services Co. Ltd., Fort McMurray.

UNIT: "All boilermakers, boilermaker welders, blacksmiths, boilermaker fitters, boilermaker riggers and boilermaker helpers engaged in field construction, erection, rigging, field fabrication, steelplate construction and tank work, unloading and work involving assembling and dismantling performed by the employer within the jurisdiction of the union in the Province of Alberta, including all employees in or about the fabricating shop, but excluding time keepers, engineers, field office employees, clerical workers, and those above the rank of foreman."

Number of Employees in Unit: 13
Received September 19, 1972
Certificate Number: 208 - 72
Issued November 17, 1972

* * * * * *

30. The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 488, Edmonton and West Cal Engineering Ltd., Calgary.

UNIT: "All men working in the plumbing and pipefitting industry, i.e. Journeymen Plumbers, Steamfitters, Gasfitters and Industrial Pipefitters and Journeymen Welders welding on pipe, Steamfitter Apprentices, Welder Apprentices, Industrial Pipefitters, Helpers including Foremen and Sub Foremen."

Number of Employees in Unit: 10
Received October 23, 1972
Certificate Number: 209 - 72
Issued November 20, 1972

* * * * * *

31. The United Paperworkers International Union, Local 539, Calgary and C.I.P. Mid-West Limited, Calgary.

UNIT: "All office employees except manager, sales manager, operations manager and persons employed in a confidential capacity in matters relating to labour relations."

Number of Employees in Unit: 4
Received October 25, 1972
Certificate Number: 210 - 72
Issued November 23, 1972

* * * * * *

32. The Canadian Union of Public Employees, Local 1505, Edmonton and The New Town of Fort McMurray, Fort McMurray.

UNIT: "All employees of the New Town of Fort McMurray engaged in the maintenance, repair and construction of roads, streets, sidewalks, curbs, boulevards, storm and sanitary sewers, parks and recreation facilities, garbage and refuse collection including those employed to maintain and repair equipment, office staff, recreational and parks employees but excluding Guards, Library Employees, the Secretary to the Town Manager, the Secretary to the Secretary-Treasurer, those employees engaged in preventive social services, supervisors exercising managerial functions and those above the rank of such supervisors."

Number of Employees in Unit: 46
Received October 3, 1972
Certificate Number: 211 - 72
Issued November 23, 1972

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33. The Office & Professional Employees International Union, Local 379, Calgary and the International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary.

UNIT: "Clerical, Stenographic and Professional Office Employees."

Number of Employees in Unit: 2
Received November 16, 1972
Certificate Number: 212 - 72
Issued November 27, 1972

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34. The Driver Salesmen, Plant, Warehouse, and Cannery Employees, Local 987, Calgary and W.E. Hymas Co. Ltd., Calgary.

UNIT: "All Drivers and Warehouse Staff - Excluding all Office and Order Desk Staff - All personnel employed as Sales Staff and all Supervisory Personnel employed only as such."

Number of Employees in Unit: 9
Received October 24, 1972
Certificate Number: 213 - 72
Issued November 29, 1972

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35. The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Villager Shoe Shoppes Ltd., Edmonton.

UNIT: "Carpenters, Carpenter Apprentices and Carpenter Foremen."

Number of Employees in Unit: 2
Received November 20, 1972
Certificate Number: 214 - 72
Issued December 1, 1972

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36. The General Teamsters, Local 362, Calgary and Pioneer Paving Ltd., Calgary.

UNIT: "All truck drivers; excluding office staff and all supervisory personnel who have the right to hire and fire or change the status of the employees."

Number of Employees in Unit: 16
Received October 24, 1972
Certificate Number: 215 - 72
Issued December 5, 1972

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37. The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 488, Edmonton and Honeywell Limited, Edmonton.

UNIT:	"All Journeymen Plumbers and Steamfitters, All Apprentice Plumbers and Steamfitters, All Instrument Mechanics and Apprentices including Foremen and Sub Foremen but excluding Management and Office Staff, Sales Staff and Electricians."
Number of Employees in Unit:	12
Received November 6, 1972	
Certificate Number:	216 - 72
Issued December 12, 1972	

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38. The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 488, Edmonton and Johnson Controls Ltd., Edmonton.

UNIT:	"All Journeymen Plumbers and Steamfitters, All Apprentice Plumbers and Steamfitters, All Instrument Mechanics and Apprentices including Foremen and Sub Foremen but excluding Management and Office Staff, Sales Staff and Electricians."
Number of Employees in Unit:	12
Received November 6, 1972	
Certificate Number:	217 - 72
Issued December 12, 1972	

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39. The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local 488, Edmonton and The Power Regulator Company of Canada Ltd., Edmonton.

UNIT:	"All Journeymen Plumbers and Steamfitters, All Apprentice Plumbers and Steamfitters, All Instrument Mechanics and Apprentices including Foremen and Sub Foremen but excluding Management and Office Staff, Sales Staff and Electricians."
Number of Employees in Unit:	5
Received November 6, 1972	
Certificate Number:	218 - 72
Issued December 12, 1972	

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40. The Construction & General Workers' Union, Local 1111, Calgary and Borger Utility Contractors Ltd., Calgary.

UNIT:	"All labourers when employed as labourers, foremen, tradesmens' helpers, concrete labourers, pump tenders, heater tenders, swampers, signalmen, grademen, vibrator operators, chippers, tampermen, power buggy operators, truck drivers, bobcat operators, tractor operators, bricklayer helpers, pipe wrappers, jackhammermen, tubular scaffolders, plasterers helpers, climbing crane swampers, swinging scaffolders, tool crib attendants, gas testers, surveyors helpers, mixermen. sandblasters, formsetters, forklift operators, pumpcrete operators, drillers, cement joint tile & pipe layers, gunite nozzlemen, underground labourers, concrete labourers grade 1, powdermen, air track drillers, mole operators, miners, timbermen, and employees using tools and conveyances normally used by labourers."
Number of Employees in Unit:	99
Received November 22, 1972 Certificate Number: Issued December 19, 1972	219 - 72

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41. The United Brotherhood of Carpenters and Joiners of America, Local Union 1325, Edmonton and Dillingham Corporation Canada Ltd. Vancouver, British Columbia.

UNIT:	"Carpenters, Carpenter Apprentices and Carpenter Foremen."
Number of Employees in Unit:	2
Received October 24, 1972 Certificate Number: Issued December 19, 1972	220 - 72

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42. The United Paperworkers' International Union, Local 215, Edmonton and Barber-Ellis of Canada Limited, Edmonton.

UNIT:	"All employees save and except office staff, sales staff and those exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."
Number of Employees in Unit:	13
Received November 28, 1972 Certificate Number: Issued December 29, 1972	221 - 72

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43. The United Brotherhood of Carpenters and Joiners of America, Local Union 1325, Edmonton and C.F. Braun & Company of Canada Ltd., Edmonton.

UNIT:	"Carpenters, Carpenter Foremen and Carpenter Apprentices."
Number of Employees in Unit:	31
Received November 16, 1972	
Certificate Number:	222 - 72
Issued December 29, 1972	

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44. The Canadian Union of Public Employees, Local 37, Calgary and Town of Vulcan, Vulcan.

UNIT:	"All employees of the Town of Vulcan, Vulcan, Alberta except those employed in a supervisory capacity or employed in a confidential capacity in matters relating to labour relations."
Number of Employees in Unit:	5
Received December 11, 1972	
Certificate Number:	223 - 72
Issued December 29, 1972	

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APPLICATION FOR CERTIFICATION

R E F U S E D

OCTOBER 1, 1972 TO DECEMBER 31, 1972

1. The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and G & D Contractors Ltd., Edmonton.

UNIT: "Carpenters, Carpenter Foremen and Carpenter Apprentices."

Received September 26, 1972
Refused October 5, 1972 — No person in unit on date of application.

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2. The Building Construction & General Laborer's Local Union No. 92, Edmonton and G & D Contractors Ltd., Edmonton.

UNIT: "All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic), pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel). Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Received September 26, 1972
Refused October 5, 1972 — No person in unit on date of application.

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3. The Building Construction & General Laborers' Local Union No. 92, Edmonton and Alpine Drywall and Decorating Ltd., Calgary.

UNIT: "All labourers when employed as general labourers, foremen, mortar mixers, motor buggy operators, toolcribmen, farm tractor operators, jackhammermen, vibrator men, dumpmen, tampermen, pump tenders, tubular scaffolders, chippermen, pipe-layers (non-metallic). pushers, heater tenders, surveyors helpers and watchmen (excluding security personnel), Labourers tending all crafts including mixing, handling and conveying of all materials handled by the crafts."

Received September 15, 1972
Refused October 18, 1972 — No employees.

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4. The Building Construction & General Laborers' Union, Local 92, Edmonton and Acme Roofing Industries Ltd., Edmonton.

UNIT: "All roofers employed by the Company as waterproofers, roofing labourers, potmen, applicators and foremen."

Received September 26, 1972
Refused October 23, 1972 — Not a majority selection.

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5. The Canadian Union of Public Employees, Local 37, Calgary and County of Vulcan No. 2, Vulcan.

UNIT: "All employees employed in the School Division in the County of Vulcan, except School Bus Drivers, and Teachers."

Received August 21, 1972
Refused October 31, 1972 — Unit not appropriate.

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6. The Health Sciences Association of Alberta, Edmonton, Alberta and Royal Alexandra Hospital, Edmonton, Alberta.

UNIT: "All professional or para-medical personnel employed as Medical Record Librarians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dieticians, Medical Social Workers, Hospital Pharmacists, Occupational Therapists, Dietary Technicians, Physiotherapists, E.E.G. Technicians, Psychiatric Nurses, Laboratory Assistants, Laboratory Scientists or Clinical Chemists, Medical Psychologists and Medical Photographers employed at or out of the Royal Alexandra Hospital, 10240 Kingsway Avenue, Edmonton, Alberta excluding all supervisory personnel, exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Received August 15, 1972
Refused November 7, 1972 — Unit not appropriate.

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7. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton and Hutch's Industrial Services Co. Ltd., Fort McMurray.

UNIT: "All hourly employees who are employed in or abour the fabricating shop, excluding office help, field employees and foremen with the right to hire and fire."

Received September 19, 1972
Refused November 17, 1972 — Unit not appropriate.

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8. The United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary and Joyce Construction Company Limited.

UNIT: "Carpenters Foremen, Journeymen Carpenters and Carpenter Apprentices."

Received October 23, 1972
Refused November 20, 1972 — Not a majority selection.

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9. The Building, Construction & General Laborers' Union Local 92, Edmonton and Base-Fort Patrol, Edmonton.

UNIT: "All employees when employed as security guards, traffic control, park lot attendant, doormen, gatemen, watchmen, checkers, flagmen, excluding supervisory personnel who have authority to hire and fire."

Received September 18, 1972
Refused November 24, 1972 — Not a majority selection.

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10. The United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton and Enterprise Woodworking Ltd., Edmonton.

UNIT: "Carpenters, Carpenter Foremen and Carpenter Apprentices."

Received November 7, 1972
Refused December 7, 1972 — Collective Agreement in force on date of application.

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11. The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton and Warnock Hersey International Limited, Calgary.

UNIT: "All employees excluding office staff and those otherwise excluded by the Province of Alberta."

Received October 20, 1972
Refused December 12, 1972 — Application was unnecessary as identified unit was applied for by Edmonton branch.

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12. The General Teamsters, Local 362, Calgary and Edmonton Transfer Ltd., Edmonton.

UNIT: "All employees classified as - City Drivers, Over-the-Road Drivers, Dockmen, Mechanics, and Partsmen excluding Office Staff and Supervisory Personnel who have the right to hire and fire or change the status of employees.

Received October 27, 1972
Refused December 13, 1972 — Not a majority selection.

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APPLICATION FOR REVOCATION

I S S U E D

OCTOBER 1, 1972 TO DECEMBER 31, 1972

1. The General Teamsters Local 362, Calgary and Gow's Theatre Express Ltd., Calgary.

UNIT: "All employees classified as City Drivers, Over-the-Road Drivers, Dockmen, Mechanics, excluding Office Staff and all Supervisory personnel who have the right to hire and fire or change the status of employees."

Certificate Number:	4 - 72
Date of Application:	August 21, 1972
Date Granted:	October 5, 1972
Number of Employees:	5
Reason:	Majority of employees requested revocation.

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2. The International Association of Machinists and Aerospace Workers, Local 1722, Edmonton and Fairfax Service (Leth.) Ltd., Fairfax Sales (Leth.) Ltd., and Beny Chevrolet Oldsmobile (1959) Ltd., carrying on business in the name and style of Beny Chevrolet Oldsmobile, Lethbridge.

UNIT: "All employees except office staff, salesmen and supervisory staff with the right to hire and fire."

Certificate Number:	5 - 72
Date of Application:	October 25, 1972
Date Granted:	November 14, 1972
Number of Employees:	37
Reason:	Majority of employees requested revocation.

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3. The International Association of Machinists and Aerospace Workers, Local 1722, Edmonton and King Chrysler Dodge Limited, Lethbridge.

UNIT:	"All employees except office staff, salesmen and supervisory staff with the right to hire and fire."
Certificate Number:	6 - 72
Date of Application:	October 30, 1972
Date Granted:	November 14, 1972
Number of Employees:	13
Reason:	Majority of employees requested revocation.

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APPLICATION FOR REVOCATION

R E F U S E D

OCTOBER 1, 1972 TO DECEMBER 31, 1972

1. The International Union of Operating Engineers, Local 955, Calgary and Pinetree Equipment Rentals, Lethbridge.

Received October 11, 1972
Refused December 4, 1972 — Not a majority selection.

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APPLICATION FOR VARIANCE OF CERTIFICATE

G R A N T E D

OCTOBER 1, 1972 TO DECEMBER 31, 1972

1. The Alberta Association of Registered Nurses, Edmonton and Stettler General and Auxiliary Hospitals, and Nursing Home District No. 20, Stettler.

   Varied Name of Employer:

   FROM: Stettler Municipal Hospital, Stettler.

   TO: Stettler General and Auxiliary Hospitals, and Nursing Home District No. 20, Stettler.

   Certificate Number: 62 - 68, varied as to name of Employer.

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2. The Canadian Union of Public Employees, Local 408, Lethbridge and Lethbridge General and Auxiliary Hospital and Nursing Home District No. 65, Lethbridge.

   Varied description of Unit:

   FROM: "All employees employed at the Southland Nursing Home as Ward Aides, male attendants, cooks, dietary aides, housekeeping maids, janitors excluding Dietary Supervisor and Housekeeping Supervisor."

   TO: "All employees employed at the Southland Nursing Home as ward aides, male attendants, cooks, dietary aides, activities aide, housekeeping maids, janitors excluding Dietary Supervisor and Housekeeping Supervisor."

   Certificate Number: 155 - 72, varied as to description of Unit.

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3. The McCoy Bros. Ltd. Employees Association, Edmonton and McCoy Bros. Ltd., Edmonton.

   Varied description of Unit:

   FROM: "All of the employees of McCoy Bros. Ltd. employed at its branch known as McCoy Bros. Ltd., in Edmonton, Alberta, excluding confidential employees, office help and supervisory personnel with the right to hire and fire."

   TO: "All employees employed by McCoy Bros. Ltd., at the following branches in Edmonton, Alberta, namely, 149 Street and 112 Avenue; 10951 - 101 Street; 10132 - 80 Avenue; 10939 - 101 Street; 95 Street and Jasper Avenue, excluding all employees employed in a confidential capacity with respect to labour relations, office help, and supervisory personnel with the right to hire and/or fire."

   Certificate Number: 180 - 62, varied as to description of Unit.

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4. The International Union of Operating Engineers, Local 955, Edmonton and Borger Construction Co. Ltd., Calgary.

   Varied Name of Employer:

   FROM: Industrial & Road Equipment Ltd., Calgary.

   TO: Borger Construction Co. Ltd., Calgary.

   Certificate Number: 23 - 56, varied as to name of Employer.

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5. The International Union of Operating Engineers, Local 955, Edmonton and Borger Construction Co. Ltd., Calgary

   Varied Name of Employer:

   FROM: Industrial & Road Equipment Ltd., Calgary.

   TO: Borger Construction Co. Ltd., Calgary.

   Certificate Number: 45 - 70, varied as to name of Employer.

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APPLICATION FOR VARIANCE OF CERTIFICATE

R E F U S E D

OCTOBER 1, 1972 TO DECEMBER 31, 1972

1. The International Union of Operating Engineers, Local 955, Edmonton and Sprecher Construction Ltd., Peace River.

   Refused October 30, 1972. Applicant did not proceed with application.

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APPLICATION FOR REGISTRATION OF AN EMPLOYER'S ORGANIZATION

AS THE AGENT FOR COLLECTIVE BARGAINING

G R A N T E D

OCTOBER 1, 1972 TO DECEMBER 31, 1972

1. The Electrical Contractors Association of Alberta, Edmonton and International Brotherhood of Electrical Workers, Local 254, Calgary.

   Description of trade jurisdiction:

   "All electrical construction work performed by employers engaged in the construction industry."

   Territory:

   "All that territory coming under the jurisdiction of Local 254 of the International Brotherhood of Electrical Workers of Calgary, Alberta, being all that territory extending the width of the Province from the Montana border to the North Boundary of Township 38."

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UNFAIR LABOUR PRACTICES

SECTION 87

OCTOBER 1, 1972 TO DECEMBER 31, 1972

1. COMPLAINT BY:
   The General Teamsters Union Local 362, Edmonton, Alberta.

   AFFECTING:
   Edmonton Transfer Ltd., Edmonton.

   Alleging:
   "that Edmonton Transfer Ltd., Edmonton is committing acts prohibited by Section 84 (1) of the Act by terminating the employment of Messrs. B. Harrison and Martin Johnson."

   Trade Union does not wish to pursue the matter of the complaint at further length, October 1, 1972.

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2. COMPLAINT BY:
Dover Corporation (Canada) Ltd., Turnbull Elevator Division, Edmonton and Montgomery Elevator Co. Ltd., Edmonton and Otis Elevator Co. Ltd., Edmonton, Alberta.

AFFECTING:
The International Union of Elevator Constructors, Local Union 122, Edmonton.

Alleging:
"that certain members of the International Union of Elevator Constructors Local Union 122, Edmonton, Alberta have committed unfair labour practices prohibited by Section 98 (1) of The Alberta Labour Act by altering terms or conditions of their employment without the consent of their respective employers."

Rejected by the Board, October 5, 1972.

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3. COMPLAINT BY:
The International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 250, Edmonton.

AFFECTING:
Uncle Ben's Tartan Breweries of Alberta Ltd., Red Deer.

Alleging:
"unfair labour practices under section 87 of The Alberta Labour Act."

Directive issued under date of November 15, 1972. It was the decision of the Board that Directive issue reinstating employment and payment of sums equal to wages lost by reason of discharge or lay-off.

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4. COMPLAINT BY:
The Retail Clerks International Association, Local 401, Edmonton.

AFFECTING:
Edmonton Telephone Answering Service Ltd., Edmonton.

Alleging:
"that Edmonton Telephone Answering Service Ltd., Edmonton, is committing acts prohibited by Section 84 (1) of the Act by terminating the employment of Mona Leger, May McIntosh and Noreen Logan."

The Company and five employees affected by the complaint reached a monetary settlement of their differences.

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5. COMPLAINT BY:
The International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 250, Edmonton.

AFFECTING:
Canada Dry Limited, Edmonton.

Alleging:
"that Canada Dry Limited, Edmonton is committing acts prohibited by Sections 81 to 84 of the Act by interfering with the formation of a trade union by endeavouring to coerce employees into signing a declaration of opposition to the trade union."

Rejected by the Board, August 30, 1972*

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*Omitted from the Third Quarter Bulletin.

THE ALBERTA LABOUR ACT

DISPUTES PENDING AT CONCILIATION

OFFICER STAGE AS AT OCTOBER 1, 1972

DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER
A-215-71	A-118-72	A-126-72	A-137-72
A- 51-72	A-120-72	A-127-72	A-138-72
A- 97-72	A-121-72	A-129-72	A-139-72
A-104-72	A-122-72	A-133-72	A-140-72
A-112-72	A-123-72	A-134-72	A-141-72
A-113-72	A-124-72	A-135-72	A-142-72
A-116-72	A-125-72	A-136-72	A-143-72

NOTE: Disputes are numbered in the order that they are received, starting January 1 of each year. Full details of each dispute are given in the Quarter in which it arises and only the Dispute Number is shown thereafter until it is settled or reaches some other stage of bargaining.

Dispute Number by Quarter:
First Quarter - A-1-72 to A-43-72 Second Quarter - A-44-72 to A-97-72
Third Quarter - A-98-72 to A-143-72 Fourth Quarter - A-144-72 to A-174-72

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APPOINTMENT OF CONCILIATION OFFICER

TO DISPUTES ARISING DURING THE PERIOD

OCTOBER 1, 1972 TO DECEMBER 31, 1972

	DISPUTE	OFFICER
1.	A-144-72 Weston's Bakery Limited, Edmonton and the Bakery and Confectionery Workers International Union of America, Local 276, Edmonton.	C.T.A. HUTCHINGS

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2.	A-145-72 Canada Safeway Limited, Edmonton and the Retail Clerks' Union, Local 401, Edmonton.	C.T.A. HUTCHINGS

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3.	A-146-72 Loblaw Groceterias Co. Ltd., Edmonton and the Retail Clerks' Union, Local 401, Edmonton.	C.T.A. HUTCHINGS

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	DISPUTE	OFFICER
4.	A-147-72 Building Products of Canada Limited, Wabamun and the International Woodworkers of America, Local 1-207, Edmonton.	T.T. GROTHEN
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5.	A-148-72 Commodore Mobile Homes, Ltd., Calgary and the United Brotherhood of Carpenters and Joiners of America, Local 2091, Calgary.	W.M. PANGRASS
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6.	A-149-72 Rheem Canada Ltd., Edmonton and the United Steelworkers of America, Local 5220, Edmonton.	C.T.A. HUTCHINGS
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7.	A-150-72 Canada Safeway Limited, Edmonton and the Retail Clerks' Union, Local 401, Edmonton.	T.T. GROTHEN
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8.	A-151-72 Royal Canadian Legion Branch 24 (Montgomery) Edmonton and the Beverage Dispensers' Hotel Service, Culinary & Restaurant Employees' Union, Local 579, Edmonton.	T.T. GROTHEN
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9.	A-151-72 Hilroy Envelopes & Stationery Limited, Calgary and the United Paperworkers International Union, Local 539, Calgary.	W.M. PANGRASS
	* * * * * *	
10.	A-153-72 Loblaw Groceterias Co. Limited, Edmonton and the Amalgamated Meat Cutters & Butcher Workmen of North America, Local 312, Edmonton	L.Y. TAYLOR
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11.	A-154-72 Canada Safeway Limited, Edmonton and the Amalgamated Meat Cutters & Butcher Workmen of North America, Local 312, Edmonton	L.Y. TAYLOR
	* * * * * *	
12.	A-155-72 Royal Canadian Legion Strathcona (Alberta) Branch 150, Edmonton and the Beverage Dispensers, Hotel Service, Culinary & Restaurant Employers, Local 579, Edmonton.	C.T.A. HUTCHINGS
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	DISPUTE	OFFICER
13.	A-156-72 Lethbridge Sash & Door Factory, Lethbridge and the International Brotherhood of Painters & Allied Trades, Local 1725, Lethbridge.	I.J. FLYNN
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14.	A-157-72 Canadian Pittsburgh Industries Limited, Lethbridge and the International Brotherhood of Painters & Allied Trades, Local 1725, Lethbridge.	I.J. FLYNN
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15.	A-158-72 City of Calgary, Calgary and the Alberta Association of Registered Nurses, Calgary.	I.J. FLYNN
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16.	A-159-72 Johnston Terminals, Ltd., Calgary and the General Teamsters Union, Local 362, Calgary.	W.M. PANGRASS
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17.	A-160-72 Royal Alexandra Hospital and the Alberta Association of Registered Nurses, Edmonton.	C.T.A. HUTCHINGS
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18.	A-161-72 Collins Steel Products Ltd., Edmonton and the International Association of Bridge, Structural & Ornamental Iron Workers, Shopmen's Local Union 776, Edmonton.	C.T.A. HUTCHINGS
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19.	A-162-72 Town of St. Albert, St. Albert and the St. Albert Fire Fighters, Local 2130, St. Albert.	T.T. GROTHEN
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20.	A-163-72 Safeway Shelter Systems Ltd., Claresholm and the United Brotherhood of Carpenters and Joiners of America, Local 3060, Claresholm.	I.J. FLYNN
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21.	A-164-72 Vennard & Ellithorpe Ltd., Calgary and the International Union of Operating Engineers, Local 955, Calgary.	I.J. FLYNN
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22. A-165-72
Waldorf Hotel, Drumheller and the Bartenders & Culinary Workers Union, Local 172, Drumheller. — W.M. PANGRASS

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23. A-166-72
Alexandra Hotel, Drumheller and the Bartenders & Culinary Workers Union, Local 172, Drumheller. — W.M. PANGRASS

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24. A-167-72
Drumheller Motor Hotel, Drumheller and the Bartenders & Culinary Workers Union, Local 172, Drumheller. — W.M. PANGRASS

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25. A-168-72
J. Guzowski, Lethbridge and the International Brotherhood of Painters and Allied Trades, Local 583, Calgary. — H.N. GRAHAM

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26. A-169-72
Uncle Ben's Tartan Breweries of Alberta Ltd., Red Deer and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 250, Red Deer. — H.J.H. LIBKE

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27. A-170-72
Barber Machinery Company Limited, Edmonton and the International Moulders and Allied Workers Union, Local 371, Edmonton. — T.T. GROTHEN

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28. A-171-72
Stoy Concrete Products Ltd., and the United Brotherhood of Carpenters and Joiners of America, Local 2508, Calgary. — L.Y. TAYLOR

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29. A-172-72
Battle River School Authorities Association and the Alberta Teachers Association, Rocky Mountain House, Alberta. — T.T. GROTHEN

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30. A-173-72
The Calgary Herald (Division of Southam Press Ltd.) Calgary and the Calgary Printing Trades Union, Local 1, Calgary. — L.Y. FLYNN

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31. A-174-72
Town of Brooks, Brooks and the Canadian Union of Public Employees, Local 1032, Calgary. — W.M. PANGRASS

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SYNOPSIS OF DISPUTES SETTLED

AT CONCILIATION OFFICER STAGE

OCTOBER 1, 1972 TO DECEMBER 31, 1972

DISPUTE — CONCILIATOR

1. A-215-71
The Alberta Projectionists Local Union No. 302 of the International Alliance of Theatrical Stage Employees and Moving Picture Operators of the U.S.A. and Canada and Canadian Theatres Group, Edmonton and Calgary. — I.J. FLYNN

BASIS OF SETTLEMENT (Belmont Drive-in, Edmonton, Alberta):

1. Wages:

	Previous	July 1, 1972	July 1, 1973
	$4.84/hr.	$5.18/hr.	$5.58/hr.

2. Hours of Work:
35 hours per week; 5 hours per day

3. Term of Agreement:
July 1, 1972 to June 30, 1974 (2 years)

BASIS OF SETTLEMENT (Twin Drive-in, Edmonton, Alberta):

1. Wages:

	Previous	July 1, 1972	July 1, 1973
singles:	$4.84/hr.	$5.18/hr.	$5.58/hr.
doubles:		$7.50/hr.	$8.00/hr.

2. Hours of Work:
35 hours per week; 5 hours per day

3. Term of Agreement:
July 1, 1972 to June 30, 1974 (2 years)

BASIS OF SETTLEMENT (Stampede Drive-in, Calgary, Alberta):

1. Wages:

Previous	July 1, 1972	July 1, 1973
$4.84/hr.	$5.18/hr.	$5.58/hr.

2. Hours of Work:
35 hours per week; 5 hours per day

3. Term of Agreement:
July 1, 1972 to June 30, 1974 (2 years)

BASIS OF SETTLEMENT (Corral Drive-in, Calgary, Alberta):

1. Wages:

Previous	July 1, 1972	July 1, 1973
$4.84/hr.	$5.18/hr.	$5.58/hr.

2. Hours of Work:
35 hours per week; 5 hours per day

3. Term of Agreement:
July 1, 1972 to June 30, 1974 (2 years)

BASIS OF SETTLEMENT (Twin Theatres, Edmonton, Alberta):

1. Wages:	Previous	July 1, 1972	July 1, 1973
	$6.40/hr.	$7.00/hr.	$7.50/hr.

2. Overtime:
During 8 week period - Saturday Matinee - 1½ times rate
During 8 week period - Sunday Matinee - 2 times rate

3. Hours of Work:
10 months - 39½ hours per week
2 months - 31½ hours per week

4. Term of Agreement:
July 1, 1972 to June 30, 1974 (2 years)

BASIS OF SETTLEMENT (Plaza Theatre, Calgary, Alberta):

1. Wages:	Previous	July 1, 1972	July 1, 1973
	$4.11/hr.	$5.00/hr.	$5.35/hr.

2. Overtime:
During 8 week period - Saturday Matinee - 1½ times rate
During 8 week period - Sunday Matinee - 2 times rate

3. Hours of Work:
10 months - 36 hours per week
2 months - 28 hours per week

4. Term of Agreement:
July 1, 1972 to June 30, 1974 (2 years)

BASIS OF SETTLEMENT (Tivoli Theatre, Calgary, Alberta):

1. Wages:	Previous	July 1, 1972	July 1, 1973
	$4.11/hr.	$5.00/hr.	$5.35/hr.

2. Overtime:
During 8 week period - Saturday Matinee - 1½ times rate
During 8 week period - Sunday Matinee - 2 times rate

3. Hours of Work:
10 months - 36 hours per week
2 months - 28 hours per week

4. Term of Agreement:
July 1, 1972 to June 30, 1974 (2 years)

DISPUTE CONCILIATOR

BASIS OF SETTLEMENT (Westbrook Twin, Calgary, Alberta):

1. Wages:

Previous	July 1, 1972	July 1, 1973
$6.40/hr.	$7.00/hr.	$7.50/hr.

2. Overtime:
During 8 week period - Saturday Matinee - 1½ times rate
During 8 week period - Sunday Matinee - 2 times rate

3. Hours of Work:
10 months - 39½ hours per week
2 months - 31½ hours per week

4. Term of Agreement:
July 1, 1972 to June 30, 1974 (2 years)

BASIS OF SETTLEMENT (Studio 82, Edmonton, Alberta):

1. Wages:

Previous	July 1, 1972	July 1, 1973
$4.11/hr.	$5.00/hr.	$5.35/hr.

2. Overtime:
During 8 week period - Saturday Matinee - 1½ times rate
During 8 week period - Sunday Matinee - 2 times rate

3. Hours of Work:
10 months - 36 hours per week
2 months - 28 hours per week

4. Term of Agreement:
July 1, 1972 to June 30, 1974 (2 years)

* * * * * *

2. A-120-72
The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 496, Calgary and Stearns-Roger Canada Ltd., Calgary — L.Y. TAYLOR

BASIS OF SETTLEMENT:

1. Hours of Work:
9 hrs. per day, 4 days per week, Tuesday to Friday inclusive.
If any recognized holiday falls on a Saturday, Sunday or M nday, the following Tuesday will not be observed as an additional holiday.

2. Term of Agreement:
September 21, 1972 to March 31, 1973 (8 months)

* * * * * *

3. A-121-72
The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 496, Calgary and Process Fabricatory, Calgary. — L.Y. TAYLOR

DISPUTE — CONCILIATOR

BASIS OF SETTLEMENT:

1. Hours of Work:
9 hrs. per day, 4 days per week, Tuesday to Friday inclusive.
If any recognized holiday falls on a Saturday, Sunday or Monday, the following Tuesday will not be observed as an additional holiday.

2. Term of Agreement:
September 21, 1972 to March 31, 1973 (8 months)

* * * * * *

4. A-122-72
The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 496, Calgary and Plains Construction (Electric) Ltd., Calgary. — L.Y. TAYLOR

BASIS OF SETTLEMENT:

1. Hours of Work:
9 hrs. per day, 4 days per week, Tuesday to Friday inclusive.
If any recognized holiday falls on a Saturday, Sunday or Monday, the following Tuesday will not be observed as an additional holiday.

2. Term of Agreement:
September 21, 1972 to March 31, 1973 (8 months)

* * * * * *

5. A-123-72
The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 496, Calgary and Matthias & Nicol, Calgary. — L.Y. TAYLOR

BASIS OF SETTLEMENT:

1. Hours of Work:
9 hrs. per day, 4 days per week, Tuesday to Friday inclusive.
If any recognized holiday falls on a Saturday, Sunday or Monday, the following Tuesday will not be observed as an additional holiday.

2. Term of Agreement:
September 21, 1972 to March 31, 1973 (8 months)

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6. A-125-72
The Sheet Metal Workers' International Association, Local 558, Edmonton and Capital Heating Ltd., Lethbridge. — H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Sept. 1/72	Jan. 1/73	May 1/73	Oct. 1/73	Jan. 1/74
(experienced roofer)	$4.50/hr.	$4.75/hr.	$5.00/hr.	$5.25/hr.	$5.55/hr.	$5.75/hr.

2. Vacation Pay & Statutory Holiday Pay:
Effective September 1, 1972: Increased to eight per cent (8%)
Vacation Pay - 5.2%; Statutory Holiday Pay - 2.8%

3. Term of Agreement:
April 1, 1972 to March 31, 1974 (2 years)

* * * * * *

7. A-126-72
The Sheet Metal Workers' International Association, Local 558, Edmonton and Charleton & Hill Ltd., Lethbridge. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages: (experienced roofer)	Previous $4.50/hr.	Sept. 1/72 $4.75/hr.	Jan. 1/73 $5.00/hr.	May 1/73 $5.25/hr.	Oct. 1/73 $5.55/hr.	Jan. 1/ $5.75/h

2. Vacation Pay & Statutory Holiday Pay:
Effective September 1, 1972: Increased to eight per cent (8%)
Vacation Pay - 5.2%; Statutory Holiday Pay - 2.8%

3. Term of Agreement:
April 1, 1972 to March 31, 1974 (2 years)

* * * * * *

8. A-127-72
The Sheet Metal Workers' International Association, Local 558, Edmonton and C & A Sheet Metal Ltd., Lethbridge. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages: (experienced roofer)	Previous $4.50/hr.	Sept. 1/72 $4.75/hr.	Jan. 1/73 $5.00/hr.	May 1/73 $5.25/hr	Oct. 1/73 $5.55/hr.	Jan. 1/ $5.75/h

2. Vacation Pay & Statutory Holiday Pay:
Effective September 1, 1972: Increased to eight per cent (8%)
Vacation Pay - 5.2%; Statutory Holiday Pay - 2.8%

3. Term of Agreement:
April 1, 1972 to March 31, 1974 (2 years)

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9. A-133-72
The General Teamsters, Local 362, Calgary and Base Line Transport Limited, Calgary. I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages: All Drivers:	June 1, 1972 $3.60/hr.	Jan. 1, 1973 $3.85/hr.

DISPUTE CONCILIATOR

2. Miscellaneous:
Health & Welfare: paid for by employees (60%) and employer (40%)
Benefits: 1) Medical Services in accordance with Alberta Medical Plan; 2) Life Insurance Benefit; 3) Weekly Indemnity ($60); 4) Hospital Costs.

3. Term of Agreement:
June 1, 1971 to May 31, 1973 (2 years)

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10. A-134-72
The Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton and Canadian Liquid Air, Edmonton, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:
September 1, 1972 - increases ranging from 28¢ to 37¢ per hour
September 1, 1973 - 7% increase across the board
September 1, 1974 - 30¢ increase across the board

2. Shift Differential:
Effective October 8, 1972:
Afternoon shift - 13¢ per hour; Night shift - 25¢ per hour.

3. Miscellaneous:
Boot Allowance increased from $7.00 to $10.00.
Weekly indemnity to be increased to the following: 1972 - $70.00 per week; 1973 - $80.00 per week; 1974 - $90.00 per week.

4. Term of Agreement:
September 1, 1972 to August 31, 1975 (3 years)

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11. A-138-72
The United Steel Workers of America, Local 7621, Grande Cache and McIntyre Porcupine Mines Limited, Grande Cache, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:

	Oct. 1/72	Apr. 1/73	Oct. 1/73
Group I	$4.90/hr.	$5.00/hr.	$5.25/hr.
Group IA	4.60/hr.	4.70/hr.	4.95/hr.
Group II	4.55/hr.	4.65/hr.	4.90/hr.
Group III	4.25/hr.	4.35/hr.	4.60/hr.
Group IV	4.00/hr.	4.10/hr.	4.35/hr.
Group V	3.80/hr.	3.90/hr.	4.15/hr.

2. Vacation Pay:
A. 1 to 4 years of service - 2 weeks vacation at 4% of gross earnings.
B. 4th year paid at 5% of gross earnings.
C. 5 years and over - 3 weeks vacation at 7% of gross earnings.

3. Miscellaneous:
i) Weekend Premium - Employees scheduled to work Saturday and/or Sunday shall receive a premium of 50¢ per hour in addition to his regular base

rate. Effective Oct. 1, 1973, this premium will be increased to 55¢ per hour. However, the premium will not apply to overtime hours or to employees who voluntarily work on Saturday or Sunday.

ii) Night Shift Differential - Afternoon shift: 8¢ per hour; Midnight shift: 16¢ per hour.

iii) Tool Allowance - Company will pay 5¢ per hour for regular hours worked for tool allowances to the following: A. Certified or Journeyman Tradesmen; B. Mechanic Helpers; C. Apprentices.

iv) Medicare and Sickness and Accident Insurance -
A. Company will pay 60%, employees 40% in 1972.
B. Effective October 1, 1973 - Company will pay 75% and employees 25% of the premiums of the above.
C. Company to pay full cost of Group Life Insurance in the amount of $5000.00.

v) Boot Allowance - Company to pay to each employee with one or more year of seniority $10.00 boot allowance to be paid when the employee receives his vacation pay, except in connection with termination.

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12. A-143-72
The Canadian Brotherhood of Railway Transport & General Workers, Local 325, Calgary and Banff Springs Hotel, Banff. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Sept. 1/72	Sept. 1/73	Sept. 1/74
Low	$2.42/hr.	$2.60/hr.	$2.80/hr.	$2.99/hr.
High	$4.13/hr	$4.44/hr	$4.75/hr.	$5.08/hr.

2. Overtime & Calls:
Amend Clause 15.6 - provide minimum of 4 hours at 1½ times hourly rate.

3. Vacation Pay:
Effective January 1, 1973: 20 days after 15 years.

4. Statutory Holidays:
Effective 1973: First Monday in August granted.

5. Miscellaneous:
Letter pertaining to staff parking submitted to Union.
Schedule "A" - amended to provide for deduction of $26.00 per month, single room, effective September 1, 1973. Meal deductions amended effective October 24, 1972 - 50¢ breakfast, 75¢ lunch, and $1.00 dinner.

6. Term of Agreement:
September 1, 1972 to August 31, 1975 (3 years)

* * * * * *

DISPUTE | CONCILIATOR

13. A-145-72
The Retail Clerks' Union, Local 401, Edmonton and Canada Safeway Limited, Edmonton. — C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Wages:

	Aug. 7/72	July 23/73	Jan. 7/74
20% Increase across the board as follows:	7%	7%	6%

Night Shift Premium increased to 25¢ per hour.

2. Vacation Pay:
Effective 1973 - 5 weeks after 19 years of service.

3. Miscellaneous:

Health & Welfare -	Hourly Rate:	$3.75 to $3.99	Over $4.00
	Weekly Indemnity:	$85.00	$90.00

4. Term of Agreement:
August 1, 1972 to July 31, 1974 (2 years)

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14. A-146-72
The Retail Clerks' Union, Local 401, Edmonton and Loblaw Groceterias Company Ltd., Edmonton. — C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Wages:

	Aug. 7/72	July 23/73	Jan. 7/74
20% Increase across the board as follows:	7%	7%	6%

Night Shift Premium increased to 25¢ per hour.

2. Vacation Pay:
Effective 1973 - 5 weeks after 19 years of service.

3. Miscellaneous:

Health & Welfare -	Hourly Rate:	$3.75 to $3.99	Over $4.00
	Weekly Indemnity:	$85.00	$90.00

4. Term of Agreement:
August 1, 1972 to July 31, 1974 (2 years)

* * * * * *

15. A-148-72
The United Brotherhood of Carpenters and Joiners of America, Local 2091, Edmonton and Commodore Mobile Homes, Ltd., Calgary. — W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Oct. 1/72	Apr. 1/73	Oct. 1/73	Aug. 1/74
Across the Board increase:	25¢	10¢	10¢	20¢
Production Workers:	Start $2.70	After 20 days worked $2.80		After 40 days worked $2.85

DISPUTE CONCILIATOR

2. Vacation
1 to 5 years service: 2 weeks
5 years and over: 3 weeks

3. Miscellaneous:
Classification of "Non-Productive" workers to be deleted from present agreement and included in the "Production Workers" classification.

4. Term of Agreement:
October 1, 1972 to October 1, 1974 (2 years)

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16. A-149-72
The United Steelworkers of America, Local 5220, Edmonton and Rheem Canada, Ltd., Edmonton. C.T.A. HUTCHINGS

BASIS OF SETTLEMENT:

1. Wages:

	Nov. 1/72	Nov. 1/73
Utility "A" (Temp.)	$3.11/hr.	$3.17/hr.
Utility "A" (Perm.)	$3.26/hr.	$3.37/hr.
Utility "B"	$3.51/hr.	$3.67/hr.
Utility "C"	$3.67/hr.	$3.74/hr.
Truck Driver	$3.74/hr.	$3.82/hr.
Operator	$3.85/hr.	$3.89/hr.
Lead Hand	$4.04/hr.	$4.04/hr.

2. Union Security:
Union Shop - New employees to become members of Union within 30 days.

3. Vacation:
3 weeks after 7 years, 6% Holiday pay.

4. Statutory Holidays:
10.

5. Hours of Work:
8 hours per day; 40 hours per week.

6. Miscellaneous:
Group Insurance - Life $6000.
Weekly Indemnity - $75 for 26 weeks.
Medicare: Company pays 50%, effective Jan. 1, 1973

7. Term of Agreement:
November 1, 1972 to November 1, 1974 (2 years)

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17. A-150-72
The Retail Clerks' Union, Local 401, Edmonton and Canada Safeway Limited, Edmonton T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:
20% Increase across the board as follows:

Aug. 7/72	July 23/73	Jan. 7/74
7%	7%	6%

DISPUTE CONCILIATOR

2. Vacation:
5 weeks after 19 years service.

3. Miscellaneous:
Lead man rate increased 5¢ per hour on ratification and 10¢ per hour as of July 23, 1973. Night shift premium increased 5¢ per hour.

4. Term of Agreement:
August 1, 1972 to July 31, 1974 (2 years)

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18. A-151-72
The Beverage Dispensers Hotel Service, Culinary & Restaurant Employees' Union, Local 579, Edmonton and Royal Canadian Legion, Branch 24, (Montgomery) Edmonton. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:

	Aug. 1/72	Aug. 1/73
Bar Stewards and Casual Bar Stewards - Increase:	$.15/hr.	$.15/hr.
Waiters and Waitresses and Casual Waiters and Waitresses	$.10/hr.	$.10/hr.

2. Term of Agreement:
August 1, 1972 to July 31, 1974 (2 years)

* * * * * *

19. A-153-72
The Amalgamated Meat Cutters & Butcher Workmen of North America, Local 312, Edmonton and Loblaw Graceterias Co., Limited, Edmonton. L.Y. TAYLOR

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Dec. 11/72	Sept. 10/73	Feb. 11/74
Low	$2.85/hr.	$2.85/hr.	$3.06/hr.	$3.19/hr.
High	$4.74/hr.	$5.09/hr.	$5.49/hr.	$5.74/hr.

Classification Adjustments Dec. 11/72 to Journeymen (5¢), Assistant Head Meat Cutters (15¢ - deletion of premium application), and Head Meat Cutters (5¢). Class Adjustment high wage $5.14, Dec. 11/72. Deli Head (10¢ - premium deleted).

Retroactivity - applies to those employees employed during period from expiry date of contract for all hours worked at straight time basis.
Night Shopping Premium - First night - 45¢ per hour; As of Dec. 11/73, Second and subsequent nights - 50¢ per hour.
Night Shift Premium - 20 ¢ per hour.
Severance Pay - Re: Central Cutting - 1 week per year to maximum of 18 weeks after 18 years.

2. Vacation Pay:
Effective January, 1973 - 5 weeks after 19 years.

DISPUTE CONCILIATOR

3. Hours of Work:
Sept. 10/73 - 39 hours per week.
Letter of Understanding re Member on duty.

4. Miscellaneous:
Health & Welfare - 1st month after ratification: 60/40 basis for premium.
Life Insurance raised to $7000; Weekly indemnity from $85 to $90 per week.
Pension - January 1/73 - 2¢ per hour
January 7/74 - 2¢ per hour

5. Term of Agreement:
Sept. 16, 1972 to Sept. 15, 1974 (2 years)

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20. A-154-72
The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 312, Edmonton and Canada Safeway Limited, Edmonton. L.Y. TAYLOR

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Dec. 11/72	Sept. 10/73	Feb. 11/74
Low	$2.85/hr.	$2.85/hr.	$3.06/hr.	$3.19/hr.
High	$4.74/hr.	$5.09/hr.	$5.49/hr.	$5.74/hr.

Classification Adjustments Dec. 11/72 to Journeymen (5¢), Assistant Head Meat Cutters (15¢ - deletion of premium application), and Head Meat Cutters (5¢). Class Adjustment high wage $5-14, Dec. 11/72. Deli Head (10¢-premium deleted).

Retroactivity - applies to those employees employed during period from expiry date of contract for all hours worked at straight time basis.

Night Shopping Premium - First Night - 45¢ per hour; As of Dec. 11/73. second and subsequent nights - 50¢ per hour.
Night Shift Premium - 20¢ per hour.
Severance Pay - Re: Central Cutting - 1 week per year to maximum of 18 weeks after 18 years.

2. Vacation Pay:
Effective January, 1973 - 5 weeks after 19 years.

Hours of Work:
Sept. 10/73 - 39 hours per week.
Letter of Understanding re Member on duty.

4. Miscellaneous:
Health & Welfare - 1st month after ratification: 60/40 basis for premium.
Life Insurance raised to $7000; Weekly indemnity from $85 to $90 per week.
Pension - January 1/73 - 2¢ per hour
January 1/74 - 2¢ per hour

5. Term of Agreement:
Sept. 16, 1972 to Sept. 15, 1974 (2 years)

* * * * * *

DISPUTE | CONCILIATOR

21. A-156-72
The International Brotherhood of Painters and Allied Trades, Local 1725, Calgary and Lethbridge Sash & Door Factory, Lethbridge. — I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:

	Oct. 15/72	Apr. 15/73	Oct. 15/73	Apr. 15/74
Low - increase of	11¢/hr	11¢/hr.	11¢/hr	11¢/hr.
High - increase of	21¢/hr	19¢/hr	22¢/hr	21¢/hr.

To employees on the payroll Oct. 15/72 and still on payroll on date of ratification.

2. Statutory Holidays:
Any S.H. listed falling on a Saturday or Sunday shall be paid for by the Company at the employee's applicable rate for the number of regular hours worked in a day.

3. Term of Agreement:
October 15, 1972 to October 14, 1974 (2 years)

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22. A-165-72
The Bartenders & Culinary Workers Union, Local 172, Drumheller and Waldorf Hotel, Drumheller. — W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Nov. 1/72	Nov 2/73
Waiters	$2.00/hr.	$2.30/hr.	$2.60/hr.
Spare Help	$2.00/hr.	$2.30/hr.	$2.60/hr.
Starting Tapman	$2.25/hr.	$2.50/hr.	$2.80/hr.

Tapmen presently employed to receive 25¢ and 25¢ over their present rate.

2. Term of Agreement:
November 1, 1972 to December 31, 1974 (26 months)

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23. A-166-72
The Bartenders & Culinary Workers Union, Local 172, Drumheller and Alexandra Hotel, Drumheller. — W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Nov. 1/72	Nov. 2/73
Waiters	$2.00/hr.	$2.30/hr.	$2.60/hr.
Spare Help	$2.00/hr.	$2.30/hr.	$2.60/hr.
Starting Tapman	$2.25/hr.	$2.50/hr.	$2.80/hr.

Tapmen presently employed to receive 25¢ and 25¢ over their present rate.

DISPUTE CONCILIATOR

2. Term of Agreement:
November 1, 1972 to December 31, 1974 (26 months)

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24. A-167-72
The Bartenders & Culinary Workers Union, Local 172, Drumheller and Drumheller Motor Hotel, Drumheller. W.M. PANGRASS

BASIS OF SETTLEMENT:

1. Wages:

	Previous	Nov. 1/72	Nov. 2/73
Waiters	$2.00/hr.	$2.30/hr.	$2.60/hr.
Spare Help	$2.00/hr.	$2.30/hr.	$2.60/hr.
Starting Tapman	$2.25/hr.	$2.50/hr.	$2.80/hr.

Tapmen presently employed to receive 25¢ and 25¢ over their present rate.

2. Term of Agreement:
November 1, 1972 to December 31, 1974 (26 months)

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DISPUTES REFERRED

TO A CONCILIATION BOARD

OCTOBER 1, 1972 TO DECEMBER 31, 1972

	DISPUTE	CONCILIATOR
*1.	A-97-72 Fenley Machine & Welding Limited, Grande Prairie and the International Woodworkers of America, Local 1-207, Edmonton.	T.T. GROTHEN
	* * * * * *	
2.	A-104-72 General News Company Limited, Lethbridge and the Retail, Wholesale, and Department Store Union, Local 980, Calgary.	I.J. FLYNN
	* * * * * *	
3.	A-116-72 Supercrete (Alberta) Ltd., Edmonton and the International Association of Bridge, Structural, and Ornamental Iron Workers Shopmen's Local Union 776, Edmonton.	C.T.A. HUTCHINGS
	* * * * * *	
4.	A-142-72 Lethbridge General & Auxiliary Hospital and Nursing Home District #65, Lethbridge and the Canadian Union of Public Employees, Local 408, Lethbridge.	L.Y. TAYLOR
	* * * * * *	
5.	A-158-72 City of Calgary, Calgary and the Alberta Association of Registered Nurses.	I.J. FLYNN
	* * * * * *	
6.	A-160-72 Royal Alexandra Hospital, Edmonton and the Alberta Association of Registered Nurses, Edmonton.	C.T.A. HUTCHINGS
	* * * * * *	

* omitted from the Third Quarter Bulletin.

UNSUCCESSFUL RECOMMENDATIONS*

UNDER SECTION 91 (1) (b) **

OCTOBER 1, 1972 TO DECEMBER 31, 1972

	DISPUTE	CONCILIATOR
1.	A-112-72 McGavin Toastmaster Limited, Edmonton and the Alberta Brotherhood of Dairy Employees and Driver Salesmen.	T.T. GROTHEN
	* * * * * *	
2.	A-113-72 National System of Baking Ltd., Calgary and the Bakery & Confectionery Workers International Union of America, Local 252, Calgary.	W.M. PANGRASS
	* * * * * *	
3.	A-124-72 Bates Equipment Rental Limited, Calgary and the International Union of Operating Engineers, Local 955, Calgary.	W.M. PANGRASS
	* * * * * *	
4.	A-135-72 McGavin Toastmaster Limited, Edmonton and the Bakery & Confectionery Workers' International Union of America, Local 276, Edmonton.	T.T. GROTHEN
	* * * * * *	
5.	A-136-72 Canada Safeway Limited, Calgary and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary.	L.Y. TAYLOR
	* * * * * *	
6.	A-137-72 Loblaw Groceterias Limited, Calgary and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary.	L.Y. TAYLOR
	* * * * * *	
7.	A-139-72 Northwestern Pulp & Power Ltd., Hinton and the International Brotherhood of Pulp, Sulphite & Paper Mill Workers, Local 855, Hinton.	T.T. GROTHEN
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* Successful Recommendations are included with Settlements of Disputes at the Conciliation Officer Stage.

** Pursuant to Section 91 (1) (b) of The Alberta Labour Act the Conciliation Commissioner recommends that his Recommendation shall take the place of, and have the same effect as, an award of a Conciliation Board.

	DISPUTE	CONCILIATOR
8.	A-140-72 B.A.C.M. Limited, Truroc Gypsum Products Division, Edmonton and the United Cement, Lime & Gypsum Workers International Union, Local 513, Edmonton.	C.T.A. HUTCHINGS
	* * * * * *	
9.	A-141-72 Westroc Industries Ltd., Calgary and the United Cement, Lime and Gypsum Workers International Union, Local 345, Calgary.	W.M. PANGRASS
	* * * * * *	
10.	A-144-72 Weston's Bakery Limited, Edmonton and the Bakery & Confectionery Workers International Union of America, Local 276, Edmonton.	C.T.A. HUTCHINGS
	* * * * * *	
11.	A-147-72 Building Products of Canada Limited, Wabamun and the International Woodworkers of America, Local 1-207, Edmonton.	T.T. GROTHEN
	* * * * * *	
12.	A-152-72 Hilroy Envelopes & Stationery Limited, Calgary and the United Paperworkers International Union, Local 539, Calgary.	W.M. PANGRASS
	* * * * * *	
13.	A-157-72 Canadian Pittsburgh Industries Limited, Lethbridge and the International Brotherhood of Painters & Allied Trades, Local 1725, Lethbridge.	I.J. FLYNN
	* * * * * *	
14.	A-159-72 Johnston Terminals Ltd., Calgary and the General Teamsters Union, Local 362, Calgary.	W.M. PANGRASS
	* * * * * *	

DISPUTES CANCELLED

AT CONCILIATION OFFICER STAGE

OCTOBER 1, 1972 TO DECEMBER 31, 1972

	DISPUTE	CONCILIATOR
1.	A-129-72 Revelstoke Transit Mix, Grande Prairie and the General Teamsters, Local 362, Calgary.	W.M. PANGRASS

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DISPUTES PENDING AT CONCILIATION

OFFICER STAGE AS AT DECEMBER 31, 1972

DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER
A- 51-72	A-162-72	A-169-72	A-172-72
A-118-72	A-163-72	A-170-72	A-173-72
A-155-72	A-164-72	A-171-72	A-174-72
A-161-72	A-168-72		

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SUMMARY OF DISPOSITION OF DISPUTES

AT CONCILIATION OFFICER STAGE

OCTOBER 1, 1972 TO DECEMBER 31, 1972

Conciliations pending as of October 1, 1972	27
Appointments made during the Fourth Quarter	31
TOTAL	58

DISPUTES	
Settled	24
Referred to a Conciliation Board	5
Referred to an Arbitration Board	0
Unsuccessful Recommendations Under Section 91 (1) (b)	14
Cancelled	1
Pending at December 31, 1972	14
TOTAL	58

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SYNOPSIS OF CONCILIATION

BOARD AWARDS

OCTOBER 1, 1972 TO DECEMBER 31, 1972

1. A-82-72
The Alberta Teachers Association, Edmonton and the Southern Alberta School Authorities Association, Foremost, Alberta.

Chairman - K. C. Barass, Esq.
Employer Member - R. Jones, Esq.
Union Member - S. Sawicki, Esq.

Majority Award - Union Member Dissenting.

The Board Recommended:

1. Salary Grid:

Minimum	5,200	6,050	6,900	8,450	9,000	9,500
Maximum	8,000	9,350	10,700	13,700	14,250	14,750
Increments	10 x 280	10 x 330	10 x 380	10 x 525	10 x 525	10 x 525

2. Principal's Allowances:
In addition to his grid placement salary each Principal shall receive an allowance in accordance with the following schedule based on the number of teachers, inclusive of the Principal and Vice-Principal.
$235 for each of the first six (6) teachers.
$170 for each of the next five (5) teachers.
$110 for each of the next five (5) teachers.
$80 for each remaining teacher.

3. Pro-Rata:
The Inclusion of the following clause in Section 3 of the Collective Agreement:
"All teachers employed by Member Boards shall not be eligible for pro rata after August 31, 1974."

4. Term of Agreement:
September 1, 1972 to August 31, 1973 (1 year)

* * * * * *

2. A-91-72
The Canadian Union of Public Employees, Local 838, Calgary and Red Deer Auxiliary Hospital and Nursing Home District #14 (Operators of Valley Park Manor Nursing Home), Red Deer, Alberta.

Chairman - H. Fielding, Esq.
Employer Member - N. P. Lawrence, Esq.
Union Member - P. Lenithan, Esq.

Unanimous Award.

The Board Recommended:

1. Wages:

	Starting	After 1 year
Stenographer	$395/mo.	$405/mo.

Nursing Assistants	$355/mo.	$370/mo.
Male Attendants & Cleaners	$435/mo.	$460/mo.
Cook	$380/mo.	$400/mo.
Maids	$345/mo.	$355/mo.
Laundress	$350/mo.	$365/mo.
Maintenance	$455/mo.	$515/mo.
Gardeners	$2.75/hr.	

The Board came to the conclusion that only an hourly rate should be fixed for gardeners as the evidence indicated that only casual labour, and, in particular, unskilled labour, is employed.

2. Term of Agreement:
April 1, 1972 to March 31, 1973 (1 year)

* * * * * *

3. A-99-72
The Canadian Food & Allied Workers, Local P 280 B, Edmonton and Alsask Processors Limited, Edmonton, Alberta.

Chairman - K. A. Pugh, Esq.
Employer Member - L. Chikinda, Esq.
Union Member - R. H. Jamha, Esq.

Unanimous Award.

The Board Recommended:

1. Wages:
Delete any reference to female rates.

Labour Rates -	Previous	July 1/72	July 1/73	Dec. 1/73
	$3.04/hr.	$3.35/hr.	$3.64/hr.	$3.69/hr.

Retroactive Pay - 31¢ per hour calculated on all hours worked from July 1, 1972, to date of signing the agreement.
Student Rate, Starting Rate, after six weeks earnings shall be adjusted accordingly.
Bracket Rates shall be adjusted to ensure an average of 5¢ per hour wage increase and the calculations of such bracket rates shall be adjusted by joint consultation of the parties.

2. Holidays:
10 paid Holidays per year, including Remembrance Day.

3. Annual Vacation:
4 weeks annual vacation after 15 years service.
5 weeks annual vacation after 25 years service.

4. Miscellaneous:
The Company will supply at no cost to the employees, three sets of white apparell, two aprons per year and an additional apron subject to the approval of the Inspector; Three sets of coveralls per year for yard maintenance and shipping personnel and jackets such as windbreakers or parkas for employees working in the yard and coolers.

5. Term of Agreement:
July 1, 1972 to July 1, 1974 (2 years)

* * * * * *

4. A-104-72
The Retail, Wholesale and Department Store Union, Local 980, Calgary, and General News Company Limited, Lethbridge, Alberta.

Chairman - Dr. F. R. Anton, Esq.
Employer Member - R. Neuman, Esq.
Union Member - P. Lenihan, Esq.

Unanimous Award.

The Board Recommended:

1. Wages:

	Jan. 1/73	Jan. 1/74	July 1/74
Across the Board increases:	15%	7%	7%

2. Hours of Work:
40 Hours per week, Monday to Friday
8 hours per day, from 8:00 A.M. to 12:00 noon and 1:00 P.M. to 5:00 P.M. (standard hours)
All employees shall have a fifteen (15) minute rest period (coffee break) during every four (4) hours worked.

3. Overtime:
Hours worked in excess of eight (8) hours in one day or forty (40) hours in one week shall be paid for at the rate of one and one half (1½) times the regular rate of hourly pay for the first four (4) hours before or after a regular shift, and double time thereafter, Monday to Friday, inclusive.
Time and one-half shall be paid for the first four (4) hours worked on Saturday and double time thereafter.
Double time shall be paid for all work performed on Sunday.

4. Statutory Holidays:
The following days shall be observed as paid holidays:

New Year's Day	Dominion Day	Rememberance Day
Good Friday	Labour Day	Christmas Day
Victoria Day	Thanksgiving Day	Boxing Day
		Civic Holiday

5. Annual Vacation:
2 weeks vacation with pay after 1 year.
3 weeks vacation with pay after 6 years.

6. Employee Benefits:
Group Life Insurance - Present Plan.
Weekly Indemnity Plan - Present Plan.
Alberta Health Care and Alberta Blue Cross Plans - Company to pay fifty per cent (50%) of premium costs for their employees and dependents.

7. Term of Agreement:
January 1, 1973 to December 31, 1974 (2 years) and thereafter from year to year unless written notice of intent to amend or terminate is given by either party during a period not greater than ninety (90) days but not less than thirty (30) days prior to the expiration of any yearly period.

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5. A-116-72

The International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local Union 776, Edmonton and Supercrete (Alberta) Ltd., Edmonton, Alberta.

Chairman - L. Chikinda, Esq.
Employer Member - A. O. Ackroyd, Esq., Q.C.
Union Member - S. Senio, Esq.

Majority Award - Union Member Dissenting.

The Board Recommended:

1. Wages:

	Previous	July 1/72	Jan. 1/73	July 1/73
Yard (Crawler) Crane Operator	$4.60/hr.	$4.85/hr.	$5.00/hr.	$5.32/hr.
Production Worker III	$3.87/hr.	$4.12/hr.	$4.27/hr.	$5.59/hr.
Production Worker II (less than 90 days service in classification)	$3.46/hr.	$3.71/hr.	$3.86/hr.	$4.18/hr.
(90 days or more service in classification)	$3.66/hr.	$3.91/hr.	$4.06/hr.	$4.38/hr.
Production Worker I (less than 90 days service in classification)	$3.25/hr.	$3.50/hr.	$3.65/hr.	$3.97/hr.
(90 days or more service in classification)	$3.45/hr.	$3.70/hr.	$3.85/hr.	$4.17/hr.
Labourer (less than 90 days service in classification)	$2.87/hr.	$3.12/hr.	$3.27/hr.	$3.59/hr.
(90 days or more service in classification)	$3.07/hr.	$3.32/hr.	$3.47/hr.	$3.79/hr.

Shift Differential - Second shift premium of 20¢
Third shift premium of 25¢
Lead Hand - 20¢ Difference.

2. Overtime
Overtime pay double the regular date after the first two hours of overtime worked in a day (Monday through Friday).

3. Hours of Work:
8 hours per day, 40 hours per week.

4. Annual Vacation:
Vacation 1973 - 3 weeks (6% of regular earnings) after 7 years of service.
Vacation 1974 - 3 weeks (6% of regular earnings) after 6 years of service.

5. Welfare Benefits:
Company to pay 60% and employee to pay 40%.

6. Term of Agreement:
July 1, 1972 to June 30, 1974 (2 years)

* * * * * *

THE ALBERTA LABOUR ACT

V O T E S

SELECTION OF A BARGAINING AGENT

OCTOBER 1, 1972 TO DECEMBER 31, 1972

	UNION	COMPANY	RESULT: EMPLOYEES VOTED
1.	The Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary.	S. Coorsh & Sons Limited, Calgary.	FOR

* * * * * *

2.	The Building Construction and General Laborers Local Union No. 92, Edmonton.	Base Fort Patrol, Edmonton.	AGAINST

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THE ALBERTA LABOUR ACT

V O T E S

CONCILIATION BOARD AWARDS

OCTOBER 1, 1972 TO DECEMBER 31, 1972

	UNION	COMPANY	RESULT
1.	A-91-72 The Canadian Union of Public Employees, Local 838, Calgary.	Red Deer Auxiliary Hospital & Nursing Home, District 14 (Operators of Valley Park Manor Nursing Home) Red Deer, Alberta.	Employees Accept Employer Rejecte

* * * * * *

2.	A-116-72 The International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local Union 776, Edmonton, Alberta.	Supercrete (Alberta) Ltd., Edmonton, Alberta.	Employees Reject Employer Accepte

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V O T E S

STRIKE ACTION

OCTOBER 1, 1972 TO DECEMBER 31, 1972

	UNION	COMPANY	RESULT
1.	A-89-72 The International Association of Machinists & Aerospace Workers, Local 1722, Edmonton.	Beny Chevrolet-Oldsmobile, Lethbridge.	AGAINST
	* * * * * *		
2.	A-90-72 The International Association of Machinists & Aerospace Workers, Local 1722, Edmonton.	King Chrysler-Dodge Limited, Lethbridge.	AGAINST
	* * * * * *		
3.	A-116-72 The International Association of Bridge, Structural & Ornamental Iron Workers Shopmen's Local Union 776, Edmonton.	Supercrete (Alberta) Ltd., Edmonton.	FOR
	* * * * * *		
4.	A-117-72 The Bakery & Confectionery Workers' International Union of America, Local 252, Calgary.	Canada Safeway Limited, Calgary.	FOR
	* * * * * *		
5.	A-124-72 The International Union of Operating Engineers, Local 955,	Bates Equipment & Rental Ltd., Calgary.	FOR
	* * * * * *		
6.	A-135-72 The Bakery & Confectionery Workers International Union of America, Local 276, Edmonton.	McGavin Toastmaster Ltd., Edmonton.	FOR
	* * * * * *		
7.	A-136-72 The Amalgamated Meat Cutters & Butcher Workmen of North America, Local 373, Calgary.	Canada Safeway Limited, Calgary.	FOR
	* * * * * *		

	UNION	COMPANY	RESULT
8.	A-137-72 The Amalgamated Meat Cutters & Butcher Workmen of North America, Local 373, Calgary.	Loblaw Groceterias Co. Limited, Calgary.	FOR

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9.	A-139-72 The International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 855,Hinton.	North Western Pulp and Power Limited, Hinton.	FOR

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10.	A-140-72 The Gypsum Workers International Union, Local 513, Edmonton.	B.A.C.M. Limited, Truroc Gypsum Products Division, Edmonton.	FOR

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SECTION 80

APPLICATION FOR DECLARATION

AS TO SUCCESSOR RIGHTS

I S S U E D

OCTOBER 1, 1972 TO DECEMBER 31, 1972

1. The United Paperworkers International Union, Local 539, Calgary and C.I.P. Mid-West Limited, Calgary.

   Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 539, Calgary."

   Declaration Number: 24 - 72 Amended October 20, 1972

* * * * * *

2. The United Paperworkers International Union, Local 170, Calgary and Domtar Packaging Limited, Calgary.

   Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 170, Calgary."

   Declaration Number: 25 - 72 Amended October 20, 1972

* * * * * *

3. The United Paperworkers International Union, Local 539, Calgary and MacMillan Bloedel Packaging Ltd., Calgary.

   Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 539, Calgary."

   Declaration Number: 26 - 72 Amended October 20, 1972

* * * * * *

4. The United Paperworkers International Union, Local 539, Calgary and Consolidated Bathurst Packaging Limited, Bag Division, Calgary.

   Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 539, Calgary."

   Declaration Number: 27 - 72 Amemded October 20, 1972

* * * * * *

5. The United Paperworkers International Union, Local 539, Calgary and Daymond Limited, Calgary.

   Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 539, Calgary."

   Declaration Number: 28 - 72 Amemded October 20, 1972

* * * * * *

6. The United Paperworkers International Union, Local 539, Calgary and Crown Zellerbach Paper Company Limited, Calgary.

Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 539, Calgary."

Declaration Number: 29 - 72 Amended October 20, 1972

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7. The United Paperworkers International Union, Local 539, Calgary and Hilroy Envelopes and Stationery Limited, Calgary.

Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 539, Calgary."

Declaration Number: 30 - 72 Amended October 20, 1972

* * * * * *

8. The United Paperworkers International Union, Local 539, Calgary and Barber Ellis of Canada Limited, Calgary.

Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 539, Calgary."

Declaration Number: 31 - 72 Amended October 20, 1972

* * * * * *

9. The United Paperworkers International Union, Local 215, Edmonton and MacMillan Bloedel Packaging Ltd., Edmonton.

Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 215, Edmonton."

Declaration Number: 32 - 72 Amended October 20, 1972

* * * * * *

10. The United Paperworkers International Union, Local 215, Edmonton and Crown Zellerbach Paper Company Limited, Edmonton.

Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 215, Edmonton."

Declaration Number: 33 - 72 Amended October 20, 1972

* * * * * *

11. The United Paperworkers International Union, Local 215, Edmonton and Globe Envelopes Products Limited, Edmonton.

Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 215, Edmonton."

Declaration Number: 34 - 72 Amended October 20, 1972

* * * * * *

12. The United Paperworkers International Union, Local 215, Edmonton and C.I.P. Mid-West Limited, Edmonton.

Varied to above from: "International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 215, Edmonton."

Declaration Number: 35 - 72 Amended October 20, 1972

* * * * * *

STRIKES AND LOCKOUTS - ALBERTA

FOR THE PERIOD

JANUARY 1, 1972 TO DECEMBER 31, 1972

1. A-200-71
Black Sivalls & Bryson Ltd. and the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local 146, Edmonton.

Number of Workers:	58
Starting Date:	November 17, 1971
Termination Date:	January 24, 1972
Working Days Lost in 1972:	15
Man Days Lost During 1972:	870

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2. A-206-71
Fextrac Nodwell Limited, Calgary and the International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local Union No. 805, Calgary.

Number of Workers:	212
Starting Date:	February 26, 1972
Termination Date:	April 24, 1972
Working Days Lost in 1972:	39
Man Days Lost During 1972:	8,268

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3. A-20-72
Catelli-Habitant Ltd., Lethbridge and the Canadian Food & Allied Workers, Local 1115, Calgary.

Number of Workers:	67
Starting Date:	April 4, 1972
Termination Date:	April 11, 1972
Working Days Lost in 1972:	6
Man Days Lost During 1972:	402

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4. A-33-73
C.E. Natco Ltd., Calgary and the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local 392, Calgary.

Number of Workers:	125
Starting Date:	June 21, 1972
Termination Date:	July 24, 1972
Working Days Lost in 1972:	26
Man Days Lost During 1972:	3,250

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5. A-103-72
Domtar Packaging Limited, Calgary and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 170, Calgary.

Number of Workers:	126
Starting Date:	September 13, 1972
Termination Date:	September 18, 1972
Working Days Lost in 1972:	2
Man Days Lost During 1972:	252

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6. A-124-72
Bates Equipment Rental Limited, Calgary and the International Union of Operating Engineers, Local 955, Edmonton.

Number of Workers:	20
Starting Date:	November 27, 1972
Termination Date:	
Working Days Lost in 1972:	22
Man Days Lost During 1972:	440

* * * * * *

7. A-131-72
Canadian Elevator Manufacturers (a Division of the Canadian Electrical Manufacturers Association) representing Montgomery Elevator Co. Ltd., Dover Corporation (Canada) Ltd., Otis Elevator Company, Westinghouse Company Ltd., and Armour Elevator, Edmonton and the International Union of Elevator Constructors, Local 122, Edmonton.

Number of Workers:	107
Starting Date:	October 5, 1972
Termination Date:	
Working Days Lost in 1972:	61
Man Days Lost During 1972:	6,527

* * * * * *

8. A-132-72
Canadian Elevator Manufacturers (A Division of the Canadian Electrical Manufacturers Association) representing Montgomery Elevator Co. Ltd., Dover Corporation (Canada) Ltd., Otis Elevator Company, Westinghouse Company Ltd., and Armour Elevator, Calgary and the International Union of Elevator Constructors, Local 130, Calgary.

Number of Workers:	94
Starting Date:	October 5,
Termination Date:	
Working Days Lost in 1972:	61
Man Days Lost During 1972:	5.734

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9. A-135-72
McGavin Toastmaster Limited and the Bakery and Confectionery Workers' International Union of America, Local 276, Edmonton.

Number of Workers:	113
Starting Date:	November 15, 1972
Termination Date:	November 24, 1972
Working Days Lost in 1972:	7
Man Days Lost During 1972:	791

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10. A-140-72
B.A.C.M. Limited, Truroc Gypsum Products Division, Edmonton and the United Cement, Lime & Gypsum Workers International Union, Local 513, Edmonton.

Number of Workers:	42
Starting Date:	December 13, 1972
Termination Date:	
Working Days Lost in 1972:	11
Man Days Lost During 1972:	462

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APPENDIX "A"

REASONS FOR DECISION

I IN THE MATTER OF

The Alberta Labour Act

and

United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry of the United States and Canada, Local 488, Edmonton, Alberta, — Applicant

and

Canapipe Construction Ltd., Calgary, Alberta. — Respondent

REASONS FOR DECISION

This is an application for certification as bargaining agent received by the Board from the Applicant on June 1, 1972, describing a unit of employees claimed appropriate for collective bargaining as:

"All employees when employed as Pipeline Welders, Spacers, Stabbers, Clampmen, including Welders' Helpers, Welding Foremen, Pipe Foremen."

Investigation by the Board found that these were 42 employees falling within the above unit of whom 36 had selected the Applicant to be a bargaining agent on behalf of the employees in the unit in the manner provided by Section 63 (3) (c) (i) of the Act.

Counsel for the Respondent objected to the inclusion of 16 rig welders in the unit submitting that these persons were in fact sub-contractors and not employees. As a result of this objection the hearing commenced on July 13, 1972 was adjourned to July 28, 1972 and in the interval the Board conducted a further investigation relative to the status of the rig welders.

To establish the factors on which the Board would make its decision the evidence arising from the investigations and the submissions made by the parties is summarized.

The rig welders supplied their own rig, a new unit costing approximately $6,000 and entered into a contract with the Respondent in the following form:

"CANAPIPE CONSTRUCTION LTD.
7032 Farrel Road S.E.
Calgary, Alberta
T2H 0T2

Date: _____

Dear Sirs:

RE: OFFER TO RENT.

This offer is written with the intention of preventing misunderstanding regarding my renting to you my welding unit (welder, truck and weld machine).

1. I will supply necessary hand tools and maintain my welding rig in such a manner so as to perform my welding operation in a good and workmanlike manner. I understand that I am responsible to supply a grinder, a cutting rig (guage, hose, torch) and hoods. I understand that no parts will be supplied for my truck or my welding unit by Canapipe Construction Ltd. free of charge.

2. The company - Canapipe Construction Ltd. - agrees to provide fuel and service for my welding unit (truck and weld machine).

3. I certify that I carry General Public Liability and Property Damage Insurance in the minimum amount of $35,000.

4. I hearby certify that I am a holder of a valid Government of _____ Class _____ Welder Ticket Number _____.

5. In consideration for compliance with the conditions of this letter of understanding, I shall charge Canapipe Construction Ltd. for the rental of my unit the sum of _____per hour worked.

6. I understand that I will be paid within ten (10) days following the end of the Company's pay period.

7. I agree to rent my unit to Canapipe Construction Ltd. for the duration of this project.

8. This offer is contingent on my passing the Owner's welding test for this project.

Yours very truly,

Accepted on behalf of
Canapipe Construction Ltd.

_____
Rig Welder

_____
Project Superintendent

Address: _____

_____

_____

Telephone: _____"

The Respondent was engaged in the construction of a pipeline and the owner of the pipeline with whom the Respondent had a contract for its construction is the owner referred to in the foregoing contract. The investigating officer in conducting his investigation obtained the names of 26 employees

from payroll records and the names of the 16 rig welders from other records which listed the hours of work of rig welders but contained no other payroll information.

Rig welders before being placed on the project were required to pass the owner's welding test. His welds were inspected by the owner, not the Respondent, and were required to meet the standards of the owner. In the event the welds of a rig welder did not meet the standards and the rig welder could not be permitted to continue work on the project the owners would so notify the Respondent who would then be required to remove the rig welder from the project. To this extent the owner rather than the Respondent had control of the rig welder and his continuation on the project.

The sum set out in the individual contract as the rental of the unit was the only payment, other than a per diem subsistence, paid by the Respondent to the rig welder.

Counsel for the Respondent submitted that the rig welder was in fact a sub-contractor, his submission being based on a number of factors. Argument largely was based on the four-fold test suggested by Lord Wright in Montreal v. Montreal Locomotive Works Limited (1947) 1.D.L.R. 161, 169: "(1) control; (2) ownership of the tools; (3) chance of profit; (4) chance of loss". His Lordship also commented "in many cases the question can only be settled by examining the whole of the various elements which constitute the relationship between the parties".

In support of his submission Counsel drew attention to the rig welder supplying his own tools and being solely responsible for its maintenance and repairs, the Respondent having no responsibility in this connection. The rig welder ran a chance of profit or loss as down time would mean no payment to him other than subsistence which would only cover living expenses. The Respondent made no deductions or contributions for Income Tax, Workmen's Compensation or Unemployment Insurance. Counsel also submitted that control was vested in the owner rather than the Respondent and that termination was termination of a contract held by a sub-contractor rather than termination of employment.

Counsel for the Applicant submitted that there was not a chance of profit or loss as contemplated by Lord Wright as the rig welders were paid

a fixed rate. It was also submitted that control over the rig welder was exercised even though control was partially relinquished by the Respondent to the owner under the contract between these two parties. Reference was also made to the history of collective bargaining in the industry and the inclusion of rig welders in bargaining. Counsel contended the four-fold test was insufficiently met to remove a relationship of employee and employer.

The Board fully considered all submissions, the practice in the industry and other relevant factors.

There are three distinct bases on which welders may be engaged on a pipeline project at the discretion of the contractor:

1. Employees operating employer's equipment;
2. Rig welders owning their own equipment and paid a wage separate from rental for the equipment;
3. Rig welders owning their own equipment and paid one sum for both the equipment and services performed as in this case.

The Board is of the opinion there can be no question that persons in the first two categories are employees. The question is the status of those falling in the third category and to resolve this a comparison of the relevant conditions is in order.

Persons in all three categories are subject to the same lack of income resulting from down time and in the opinion of the Board to say those falling in the third category stand a chance of profit or loss while those in the first two categories do not is only an exercise in semantics. Persons in the third category have no greater opportunity to increase their income than persons in the other two categories.

With reference to the welder in the instant case being fully responsible for the maintenance and repair of his equipment, it is noted the Respondent agreed to provide fuel and service for the welder's truck and weld machine.

It was not submitted there is any difference in the control exercised by the contractor over persons falling in the three categories, the welder must pass the owner's welding test and his welds are inspected by the owner. The owner, in each instance, will require the contractor to terminate any welder whose work is not acceptable. The Board is satisfied that as far as personal discipline this will in all cases be exercised by the contractor.

In summary, in the opinion of the Board, the degree of control exercised by the contractor in all three instances is similar if not identical, in all three instances the income of the welder is governed by the same factors while persons in the last two categories own their own equipment. It is not unusual for employees to be responsible for the maintenance and repair of their own tools used in the course of their work. In the opinion of the Board in the instant case this, although of some import, is not sufficient to be a deciding factor on the status of the rig welder. The other principal difference between the conditions of work applying to the last two categories the Board could find was that in the one case the welder is paid one sum for wages and another for rental of his equipment while in the other one sum was paid for the work performed, in both cases the amount being calculated on the hours of work.

Taking into consideration all factors, the Board is not satisfied the four-fold test of Lord Wright is satisfied to any extent in the instant case and is of the opinion that the minor difference in the method of calculating payment to the rig welders between those paid wages and rental as opposed to those paid one all inclusive rate is not sufficient to establish a different status for the latter. It is therefore the decision of the Board, under the authority of Section 71 (1) (b) of the Act, that in the instant case the rig welders are employees for the purposes of collective bargaining and accordingly are in the unit in this case.

As all requirements of the Act for certification were satisfied a certificate issued.

ISSUED at the City of Edmonton, in the Province of Alberta, this 3rd day of October, 1973, by the Board of Industrial Relations and signed by its Acting Chairman.

(signed)

ACTING CHAIRMAN, H.C. FRENCH
Board of Industrial Relations.

II IN THE MATTER OF

The Alberta Labour Act

and

Health Sciences Association of Alberta,
Edmonton, Alberta, Applicant

and

Misericordia Hospital,
Edmonton, Alberta. Respondent

REASONS FOR DECISION

This is an application for certification as bargaining agent filed by the Applicant on May 10, 1972, describing a unit of employees of the Respondent claimed appropriate for collective bargaining as:

> "All professional or para-medical personnel employed as Medical Record Librarians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietitians, Medical Social Workers, Hospital Pharmacists, Occupational Therapists, Dietary Technicians, Physiotherapists, E.E.G. Technicians, Psychiatric Nurses, Laboratory Assistants, Laboratory Scientists or Clinical Chemists, Medical Psychologists and Medical Photographers employed at or out of the Misericordia Hospital, 16940-87 Avenue, Edmonton, Alberta excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

In support of the application, the Applicant supplied evidence of application for membership made by 57 of 88 employees who, according to the Respondent's list of employees, fell within the classifications in the unit applied for on May 10, 1972, the date of application. Each of the 57 persons making application for membership paid initiation fees of $5.00 and received receipts for such payments.

This application represented one of the first attempts by a trade union to obtain bargaining rights for an overall group of paramedical employees of a hospital in Alberta under the provisions of The Alberta Labour Act. Although the hearing on September 21, 1972, was considered as a new hearing, the Board convened earlier meetings to give all interested organizations and individuals an opportunity to express their position as to the appropriateness of bargaining units in hospitals.

At one extreme, submissions received suggest the establishment of an unlimited number of bargaining units in the hospital broken down by classi-

fication or profession. The other extreme, suggests the establishment of single unit bargaining for all employees of the hospital. The Board agrees with the submissions made by the Respondent that an unlimited number of bargaining units in hospitals is not conducive to collective bargaining and is not in the best interest of the employees, employers and the public. The Board also agrees with the Respondent that the establishment of single unit bargaining for all employees of a large urban hospital, while conceptually attractive, is not practicable because of the incompatability of classifications and in many instances, the lack of community of interests of employees.

The Board determined that employees in the following classifications described in the unit at the date of application had selected the Applicant as bargaining agent:

Radiological Technicians
Medical Laboratory Technologists
Respiratory Technologists
Laboratory Assistants
Psychiatric Nurses

It was determined that persons were not employed in the following classifications described in the unit at the date of application:

Remedial Gymnasts
Certified Combined Technicians
E.E.G. Technicians
Medical Psychologists

It was further determined that employees in the following classifications described in the unit at the date of application had not selected the Applicant as bargaining agent:

Medical Records Librarian
Dietitians
Medical Social Workers
Hospital Pharmacists
Occupational Therapists
Dietary Technicians
Physiotherapists
Laboratory Scientists or Clinical Chemists
Medical Photographers

The Applicant further indicated that it has authority to represent E.C.G. Technicians and requested an amendment to the unit to include such classification. The investigation completed by the Board did not indicate employees in such classification were employed by the Respondent on date of application.

Following consideration of all submissions and evidence adduced, it was the decision of the Board to amend the unit of employees described in the application to comprise:

> "All employees when employed as Medical Record Librarians, Remedial Gymnasts, Radiological Technicians, Medical Laboratory Technologists, Respiratory Technologists, Certified Combined Technicians, Dietary Technicians, E.E.G. Technicians, E.C.G. Technicians, Medical Photographers, Psychiatric Nurses, Laboratory Assistants (when performing the work of a Medical Laboratory Technologist) employed at or out of the Misericordia Hospital, 16940-87 Avenue, Edmonton, Alberta excluding all supervising personnel exercising managerial functions or employed in a confidential capacity in matters relating to labour relations."

Of the 70 employees in the amended unit, 57 had selected the Applicant as bargaining agent by application for membership.

The Board was satisfied that the Applicant is a proper bargaining agent, that the amended unit of employees is an appropriate unit for collective bargaining and that the majority of the employees in the amended unit had selected the Applicant as bargaining agent. A certificate certifying the Applicant as bargaining agent was issued by the Board on September 28, 1972.

The Board in determining the amended unit appropriate for collective bargaining excluded the following classifications of employees:

Dietitians
Medical Social Workers
Hospital Pharmacists
Occupational Therapists
Physiotherapists
Laboratory Scientists or Clinical Chemists
Medical Psychologists

Persons employed in such classifications either on an individual basis or through their separate associations clearly indicated that they do not desire the Applicant to represent them as bargaining agent. Indeed, no employees in any of the above classifications selected the Applicant as bargaining agent.

The classifications excluded from the unit form what the Board considers "a professional paramedical group" in that persons occupying the classifications are generally required to possess a formal university education, as a prerequisite to employment in a hospital.

With certain exceptions, the classifications described in the amended unit form what the Board considers as "a technical paramedical group" in that the persons occupying the classifications are generally required to possess training from within a technical institute as a prerequisite to employment in a hospital.

Laboratory assistants who normally receive on-the-job training without the prerequisite of technical institute training are included in the amended unit only in those circumstances where they are performing the work of a Medical Laboratory Technologist.

It was suggested by the Respondent that the classification of "Psychiatric Nurses" should be excluded from any unit of employees to be represented by the Applicant. The Respondent further suggests that an existing certificate held by the Registered Staff Nurses Association of the Misericordia Hospital as bargaining agent for a unit of employees of the Respondent, comprising:

> "All full time and part time registered nurses employed by the Misericordia Hospital except the director of nursing service, director of school of nursing, supervisors and religious sisters",

be amended to include "Psychiatric Nurses". Representatives speaking for the Registered Staff Nurses Association of the Misericordia Hospital and also the Alberta Association of Registered Nurses opposed the latter suggestion on the basis that they did not desire to represent such classification and that their constitution restricts membership only to graduate nurses registered under The Alberta Registered Nurses' Act. It was adduced that "Psychiatric Nurses" could possibly meet requirements for membership with the Registered Staff Nurses Association of the Misericordia Hospital, however, the Board was satisfied in most instances they do not meet the requirements. With this consideration in mind, the Board was satisfied there is sufficient community of interest among "Psychiatric Nurses" and other classifications included in the amended unit to constitute an appropriate unit for collective bargaining.

The Board recognizes that the unit determined as appropriate for collective bargaining will not be absolute for all hospitals. It does, however, establish initial guide lines to be considered by trade unions when applying to represent hospital employees.

The Board in determining that a "technical paramedical unit" is an appropriate unit for collective bargaining recognizes that a "professional para-

medical unit" may also be considered appropriate for collective bargaining. It has been the policy of this Board in recent years to discourage where possible multiple bargaining units. It therefore follows that the Board would not encourage applications for certification encompassing single classifications of "professional paramedical employees".

The Board is aware that other hospitals may employ additional classifications of "technical paramedical employees" that are not described in the unit determined as appropriate respecting this application. Furthermore, as medical technology develops new paramedical classifications are likely to be established. When this occurs, the Board may find it necessary to determine the placement of additional or new classifications.

It is also a possibility that classifications of "professional paramedical employees" may change their present positions and request inclusion with units of employees encompassing "technical paramedical employees". The Board would consider any such application.

In stating that it may be possible to determine two overall units encompassing paramedical employees, as appropriate units for collective bargaining, the Board is reflecting a position which it considers justifiable and proper under the present circumstances.

ISSUED at the City of Edmonton, in the Province of Alberta, this 28th day of November, 1972, by the Board of Industrial Relations and signed by its Chairman.

(signed)

CHAIRMAN, R.B. D'ESTERRE,
Board of Industrial Relations.

III IN THE MATTER OF

The Alberta Labour Act

and

a reference by the City of Edmonton Telephones Department, Edmonton, Alberta, made pursuant to the provisions of Section 102 affecting certain named employees of the Applicant being members of the International Brotherhood of Electrical Workers, Local Union 1007, Edmonton, Alberta — Applicant

and

affecting the said Local Union, its Officers and representatives. — Respondents

DECLARATION AND DIRECTIVE OF
THE BOARD OF INDUSTRIAL RELATIONS

UPON THIS APPLICATION being made, AND UPON HEARING what was alleged by Counsel, AND UPON HEARING the evidence, and UPON IT APPEARING that certain employees of the Applicant, being members of the Union, have been engaged in an unlawful strike and work stoppage that commenced on or about October 6th, 1972 with respect to certain of the Applicant's operations at Edmonton, Alberta AND UPON the Board making such inquiry as it considers necessary:

THE BOARD HEREBY DECLARES:

That the persons named in the attached list marked Schedule "A" have engaged in an unlawful strike at Edmonton, in the Province of Alberta, and

THE BOARD HEREBY DIRECTS:

That all of the employees named in the attached Schedule "A" shall forthwith cease and desist from strike action, and from doing anything to continue the strike, and

That the Officers and Representatives of the Union shall forthwith attempt to contact personally, by telephone, telegraph or otherwise, such of the employees as may be contacted and shall instruct each such employee named in the attached Schedule to cease and desist from doing anything to continue the strike and in particular by engaging in a concerted refusal to work overtime and the said Union shall desist from and refrain from directly or indirectly causing or instructing any em-

ployee to refuse to work for the Applicant in connection with its telephones operations, at Edmonton, Alberta.

Service of this Declaration and Directive may be effected by the Applicant by delivery of this Declaration by registered prepaid post to the last address known by the Applicant with respect to the named employees or alternately by personal service upon the employees. Service upon the Union, its Officers and Representatives, shall be effected by delivery of a copy of this Declaration to the offices maintained by the said Union in Edmonton, Alberta.

This Declaration shall commence immediately and the date for compliance with this Declaration and Directive shall be the commencement of work at the Applicant's affected operations, aforesaid, on the 21st day of December, A.D. 1972

DATED at the City of Edmonton, in the Province of Alberta, this 20th day of December, A.D. 1972

(signed)

CHAIRMAN, R.B. D'ESTERRE,
Board of Industrial Relations.

NOTE: Schedule "A" contained 52 names.

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